

The Yard® is a unique and exciting leadership simulation which replicates the challenges inherent in complex organisations by placing participants in departments, divisions and hierarchies to experience a day in the life of Scotland Yard leaders.

The simulation creates an organizational system of interactions between chief officers, senior and frontline leaders and external stakeholders as tasks, challenges and competing demands are introduced.

Delegates rapidly fall into habits, norms and behaviours that they bring to work which did not exist in the brief, enabling them to experience the emotions, frustrations and challenges that come with their position within the system.

Micro debrief sessions are created within the exercise in order to reflect, share and reset the system so that the behaviours needed to work better together are identified and implemented by participants.

The facilitators are all former or serving officers using real world examples from investigations, emergencies and public order events to present novel and challenging leadership tasks for participants to grapple with.

Learning themes include:

Silo thinking

Competing demands and priorities

Intra-organisational empathy

Thriving in a VUCA world

People & change

Diversity & inclusion

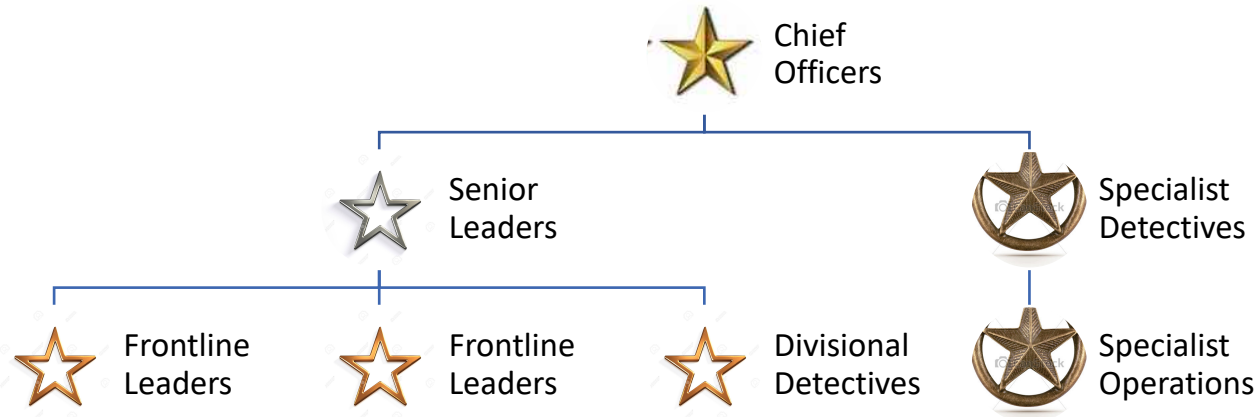
Ambidextrous leadership

Strategy

THE YARD



Participants are divided into groups in which they occupy roles within the organisational ecosystem and are challenged to run Scotland Yard and from the perspectives of the chief officers, senior and frontline leaders in various territorial and specialist divisions.



From our own extensive database of scenario material, facilitators inject inputs in the form of videos, calls, letters, policy documents and intelligence reports to simulate the typical demand in each role. Participants are tasked allocating resources, along with managing demands from emergencies, priority tasks and calls on their time, both from within the organisation and external stakeholders. Participants use iPads to manage The Yard's ecosystem of resources, messages and information, providing rich data for debriefing.

Working in unfamiliar environments can help leaders and experts approach decision making more creatively and the real power of the experience comes with the debriefing session, designed to highlight the behaviours and skills of the leadership programme. Delegates will be able to hold a mirror to themselves and recognize their own performance and, perhaps, behaviours they need to start, stop or continue having caught themselves in familiar leadership habits or preferences.

Highly experiential, The Yard is delivered as a half or whole day session and is scalable to facilitate small, large or very large groups.

