

Hydro Laos Simulation Stakeholder and Intercultural Management



What is the Hydro Laos Simulation?

The ability to understand and engage with complex stakeholders, internally and externally, has become a critical management capability.

The Hydro Laos simulation improves the prospects for business success by providing an experience of managing relationships and winning support for a sensitive environmental project in the safety of a simulated environment. Navigating the corporate, political and social issues successfully requires understanding the key issues and understanding the players and their relationships.

Developed with intercultural expert, Maarten Nijhoff Asser, the simulation also provides participants with the opportunity to build an understanding of the key dimensions which drive cultural differences.

Hydro Laos Key Learning Outcomes

- **BALANCING** the economy and financial impact with the need for stakeholders buy-in;
- **PROFILING** and prioritizing stakeholders;
- **DEVELOPING**, using and adapting a communication strategy to gather and disseminate information;
- **UNDERSTANDING** the range of rational and non-rational factors that determine each person's attitude;
- **UNDERSTANDING THE IMPACT** culture has on individual behavior;
- **UNDERSTANDING THE DIFFERENT GOALS** of a range of external stakeholders and interest groups, and where to create coalitions; and
- **USING THE INFLUENCE NETWORK** to build support.

Simulation in Practice

The simulation is set in the context of building a hydroelectric power, requiring the construction of one or more dams, with the resulting human, environmental and cultural consequences. Participants assume the role of the manager responsible for refining the project plan to minimize the risks of implementation, taking into account the views of numerous external stakeholders. These parties include environmental organizations, political bodies and community groups, archaeologists, contractor, customers and shareholders.

ABOUT THE AUTHOR



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He began his career in investment banking and then spent 10 years in strategy consulting. He was part of the leadership team that established Accenture Learning, focused on transforming and managing the delivery of learning and training for large corporations. He was a founding member of the EU's eLearning Industry Group.

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