

## What is GemaSim™ ?



GemaSim™ is a joyful simulation tool that allows for experiencing one's own behavioural patterns and those of a specific team. Through analysis and causal understanding of such patterns these become modifiable and specifically related skills can be re-trained and consolidated. Groups of four to sixteen individuals form into teams of four; each team representing a scientific space crew that takes part in a spectacular exploration of quadrant X-578. Each team is aboard a small space ship that is being launched from a much larger space station that brought them to quadrant X-578.

Once onboard their own space ship the crew will get accustomed to their working stations first. Per two crew members there is a specifically configured work station available representing propulsion systems, task panel, experiment panel, control and indication elements. The operation of such a workstation requires the two crewmembers to develop an effective and efficient communication- and co-operation-style.

But it is not only the two of the crewmembers that need to communicate and to co-operate, it is also the two groups of two crew members each that have to manage workload, to co-ordinate, to manage stress, to communicate, to manage tasks and experiments etc.

Each crew of four has a challenge; there are points to score and the winner – the crew that finishes best in terms of time management and scored points – will be remembered for ever!

Once the crew has decided which mission they will fly, they might just launch and start their exciting exploration. Some will choose a mission that is looking for contacts with aliens, an other crews might want to specifically run a scientific research lab mission, yet another one is looking for thrill

and suspense, whereas another crew might want to explore safe routes and supply lines.

Irrespective of the mission that had been chosen by each crew – once enroute – they all will have to deal with different kinds of tasks, experiments, landings on planets, power management or route selection. All will have to cope with an increasing amount of communicative requirements, with decision making, with time management and with task completion within a given time frame.

Experience shows that in mastering all these challenges teams develop authentic patterns as in real life team performance situations. Unless being a professional actor, individuals “play” their own part – identical behavioural patterns are displayed. This is especially true if it comes to stressful situations.

Once back at the base station a thorough debriefing takes place including feedbacks, team dynamics' analysis, video feedback if required and individual reflections on one's own behaviour. Neither behaviour is good nor bad, right nor wrong – it is just different, person-situation-specific and up to analysis, modification, re-training and consolidation.