

*Can you make \$2 billion dollars in three days?*

STRATEGIC OPTIONS ▶ IDENTIFIED



FINANCIAL DECISIONS ▶ INFORMED



ACTIONS ▶ TAKEN

OBJECTIVES ▶ MET

**We can.**

*Three days to experience*



Strategic Leadership

Business Systems Savvy

Financial Acumen

## The Message

BUSINESS SUCCESS ► EXPLORE & CREATE

Enhancing  
client  
effectiveness  
through  
consulting and  
training in  
exceptional  
management  
and leadership  
practices

■ Business thinking and strategic leadership can't be "taught." Like most complex disciplines, both are learned through cycles of experience, feedback, reflection and experimentation. Conventional approaches to leadership development, such as workshops, lectures, case studies, and keynotes, short circuit this process. They sabotage learning by placing "students" in a passive follower-ship role and providing them with standard answers. **Paper Nation™** instead allows managers to lead their own learning from realistic experiences that connect directly with their business.

During **The Paper Nation Experience** we have created a unique leadership "practice field" where managers can explore and create their own personal style of effective leadership. The practice field is a complex business simulation that integrates the "hard" side of business strategy with the "soft" side of leadership. And, by providing comprehensive feedback on the financial performance of **Paper Nation**, participants learn to read the income statement and balance sheet, as well as learning cash flow analysis and adding shareholder value.

Leadership development is much more than a training exercise. It can catalyze organizational change. It can expand the circle of managers involved in strategy development and implementation. It fosters challenging fundamental beliefs. It also stimulates dialogue among conflicting views, enriching the organization's sense of shared vision and direction.

■ At **Organization Systems International**, we deliver client success with a high-performance approach designed to enhance occupational relationships, improve operational efficiency and sustain customer relationships. OSI's primary goal is to assist clients to become more successful through focused leadership and management. OSI's strategy for developing successful management practices is to thoroughly diagnose existing organizational situations before prescribing remedies. OSI works closely with its clients to create and provide customized, practical programs, which produce measurable results.

## The Challenges

BUSINESS SUCCESS ► EXPLORE & CREATE

- Identify both strategic and tactical options within a complex systems model.
- Make informed financial decisions that will grow the business within specific criteria.
- Fully participate as a member of the senior leadership team to take action and meet objectives.

## The Facts

STRATEGY & LEADERSHIP ► INTEGRATED

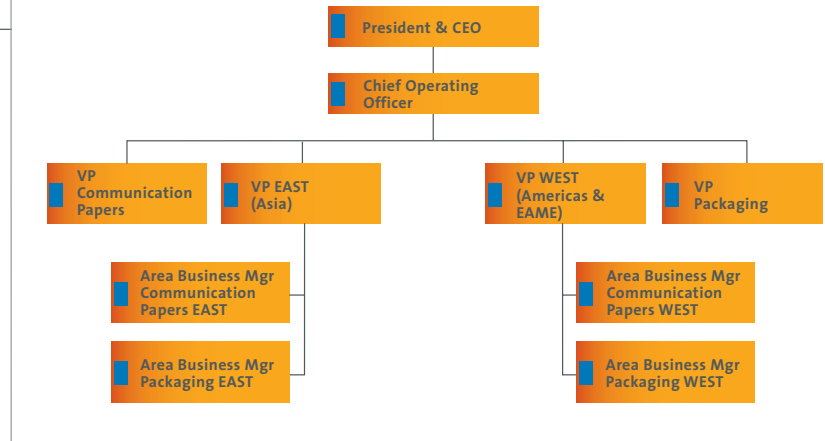
### About Paper Nation

- *Revenues* Nearly \$1 billion US. in the last fiscal year.
- *Employees* Nearly 4000 employees worldwide. Eight hundred employees are salaried; the remainder are hourly. Of the 3200 hourly employees over 2500 are unionized.
- *Products* Paper Nation produces a full range of packaging products and communication papers.
- *Markets* EAST - India, Australia, New Zealand, Southeast Asia, China, Japan  
WEST - Americas, Europe, Africa, Middle Eastern Countries
- *Growth Objectives* To increase worldwide revenues to \$2 billion US. within 6 years while maintaining profitability and adding shareholder value.

## The Total Immersion

Imagine yourself in one of these roles as you take responsibility for Paper Nation's success over the next 6 years.

BUSINESS SIMULATION ► IMMERSSED



## The Results

OBJECTIVES ► MET

What you'll learn to do as a Paper Nation executive

- Chart strategic possibilities, balance tactical concerns, recognize opportunities and make tough decisions under fire.
- Navigate complex, high pressure leadership situations and understand how the ripple effects of your decision-making helps or hinders the Paper Nation business model.
- Set specific goals and gain additional insights into organizational change and your role in it.
- Understand a more comprehensive view of yourself including your strengths and developmental needs within an organizational context.

## The Experience

BUSINESS SIMULATION ► IMMERSION

■ **The Paper Nation Experience™** is a realistic and robust business simulation created and offered by **Organization Systems International**. Research-based **Paper Nation** has been awarded the Excellence in Practice Citation by the American Society for Training and Development.



**The Paper Nation Experience** allows your company's key decision makers to participate in a 3-day, total immersion business simulation. Imagine your leaders being thrust into an accelerated real world setting, making decisions and taking actions to manage and grow a company. Their challenge? To lead **Paper Nation** through 6 years of growth toward its goal of doubling sales to **\$2 billion** by developing and engaging their *strategic leadership, business systems savvy, and financial acumen*.



The setting of this experience is a fictional work environment, a global pulp and paper product manufacturer called **Paper Nation**. During the program, participants assume senior roles in **Paper Nation** and conduct the company's business. After each round of annual decisions, the **Paper Nation** team receives immediate feedback. The feedback is then used to plan for the next year's inputs. These cycles provide an intense on-the-job experience. When faced with new or challenging situations, Blue Sky Consultants (program facilitators) sharpen questions and clarify options. They help you experience learning as you run the company, through focused debriefs. The range of knowledge and insights gained from this business simulation apply directly to real world situations.







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