Inclusion and Collaboration via an International Online Business Management Game

- Offering true international experience to students not able to travel
  - For students from less developed countries the opportunity for ‘exchange’ simulation
  - For Western students the opportunity to cooperate with ‘local’ students who had never travelled abroad
- Objectives
  - Offer an international educational environment to the students
    - Mixing students in multicultural teams
    - Organisation of online international guest lectures on relevant topics from teachers of the different universities
    - Assigning tutors to teams from other universities
  - Simulate international business as good as possible
    - Collaboration, communication, team reflection were more important than winning the game
    - Create necessity to discuss not only decisions, but also the process and group dynamics
  - Stimulate collaboration between the colleagues to share knowledge and experiences
    - Regular callibration sessions and sharing best practices
    - Assigning also international student to them
    - Giving them an truely international class room

- Supportive tasks were designed to maximise team interaction
  - Setting up strategy, designing team roles, team contract, intermediate reflections, team presentation
  - A self-designed dashboard processed intermediate survey data real-time to give team insight in cultural team composition, group decision making and collaboration to assist team discussions during the game (see next slide)

Statistics:

- 314 students playing, with 31 nationalities
- 4 or 5 students per team, at least 4 different nationalities per team
- Max 10 hours time difference (From Bogota, Colombia to Ekaterinburg, Russia)
- 3 test rounds and 9 playing rounds in 6 weeks period

Example of team composition

Universe 2 - Team Green		
Collins Baffour Kyei	Cape Coast	Ghana
Maira Alejandra Martinez Salamanca	UCI	Colombia
Loyd Vergoosen	Zuyd	Netherlands
Nyae Mwarimo	Mount Kenya	Kenya
Elisaveta Pliushch	Polytech	Russia

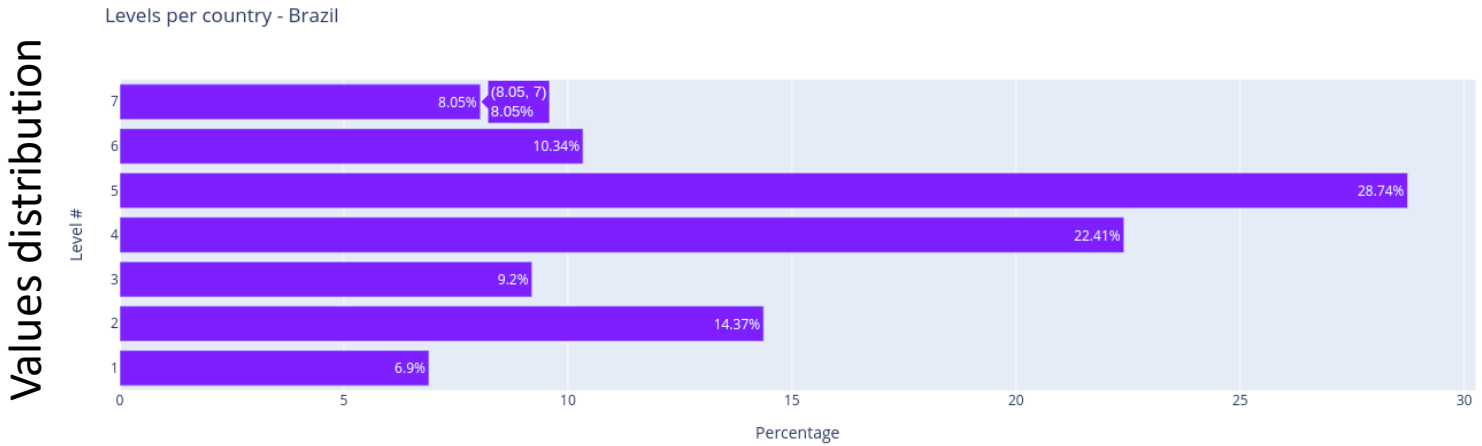
Self-developed, real-time team dashboard for enhancing communication

- We developed a dashboard to help students collaborate better by giving information about:
  - How they rated each other during the game on several topics to start discussion and improve collaboration
  - Team composition & reflection to be able to understand differences is decision making
  - Country values distribution for more understanding

Team composition

Peer assessments (1 of several other)

Active participation during the game

Student	Self answer	Colleagues answer (avg)	Self Avg (2+3)	Colleagues Avg (2+3)
Mirzaev, Alexandr	16.67	9.53	null	null
Furmanek, Thomas	26	16.17	28	19.92
Pham, Uyen	99.99	17.92	59	16.46
Starren, Jada	21	16.42	22.5	19.05
[illegible]	25	15.42	25	19.55

Values distribution