Leadership and Team Simulation: Everest V3

Version 3 of Leadership and Team Simulation: Everest was released on December 6, 2017. This document describes updates to the simulation.

**KEY CHANGES:**

<table>
<thead>
<tr>
<th>I. Flexible Team Assignments</th>
<th>II. New Challenges</th>
<th>III. New Design and Layout</th>
</tr>
</thead>
<tbody>
<tr>
<td>IV. New Instructions, Videos, and Tool Tips</td>
<td>V. Optimization for Tablets and Mobile Phones</td>
<td>VI. Metric System Options</td>
</tr>
</tbody>
</table>

**IMPORTANT NOTE ON V3 CHANGES:**

Version 3 features the same student experience and learning objectives as the original simulation, as well as the same overall setup, debrief, and reporting process for facilitators. Although there are several new options available, facilitators do not need to make any major changes to the way they run the Everest simulation.

View Transition Guide below
The updated interface makes the simulation more usable and engaging.

**FLEXIBLE TEAM ASSIGNMENTS**

- **Role Mirroring** – To help accommodate different class and team sizes, the new *role mirroring* option will allow two students to play a single role at the same time. This way, if there are more than five students on a team, two players can "double up" and work together to review information and make decisions for their shared role. For instance, if two students are working together to play the physician role, they will view the same information and interface—but only one of them will enter the final decision. For some professors, this may be preferable to assigning the team observer role.

- **Tutorial-Only Mode** – A new Tutorial-Only mode will allow students to prepare for the simulation before receiving their role. This way, students can watch the video and learn how to play the simulation beforehand—and receive their personal role information only *after* they arrive in class and the professor knows exactly who will be playing and who is absent.
• **Observer Role** – The observer role, which is still an available option, has been renamed “team observer.”
• **Manage Users Screen** – The Manage Users screen has been slightly updated. Facilitators can now choose between the *mirrored roles* or *team observer* configuration using the Change Team Mode button in the upper right (if using mirrored roles, students playing those roles can be placed into the lower row of boxes). New drag-and-drop functionality makes the screen easier to use, and ‘View Assignment Recommendation’ provides a visual suggestion for how teams might be configured.

On the Manage Users screen, facilitators can drag and drop students to their desired teams and roles. Mirrored role assignments appear below, and facilitators can switch from mirrored roles to observer role using the ‘Team Mode’ button.
NEW TEAM CHALLENGES

- **New, Modified, or Classic Challenges** – Facilitators now have the choice to assign any combination of the following team challenges:

<table>
<thead>
<tr>
<th>Day</th>
<th>Classic Challenges</th>
<th>Modified Challenges</th>
<th>New Challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Health</td>
<td>Modified Health</td>
<td>New Health</td>
</tr>
<tr>
<td>4</td>
<td>Weather</td>
<td>Modified Weather</td>
<td>Ropes</td>
</tr>
<tr>
<td>5</td>
<td>Oxygen</td>
<td>Modified Oxygen</td>
<td>Hillary Step</td>
</tr>
</tbody>
</table>

Students still encounter three team challenges during simulation play, but there are now nine different challenges for faculty to choose from—three classic challenges, three modified versions of those challenges with different solutions, and three entirely new challenges.

All nine are available to mix and match as seen above. The full role-by-role text of these challenges can be found on the ‘Sim Documents’ screen in the simulation administrator section (view this by clicking ‘Manage Simulation’ from your Free Trial). More details on the challenges—and their solutions—can be found in Appendices B and C of the Everest V3 Teaching Note.

DESIGN AND LAYOUT

- **Design** – These changes include new graphics, colors, images and overall design, as well as updated videos and a new Google Earth image for the Everest Map screen (formerly the Mountain Info screen).

- **Layout and Functionality** – Updates include a new simulation interface, a new slide-out navigation bar at the far right, new design and layout for all drill-down screens, and improved functionality for the chat tool.
NEW INSTRUCTIONS, VIDEOS, AND TOOL TIPS

• **How-to-Play Instructions** – The 7-minute how to play video has been replaced by a detailed click-through tutorial that students can review at their own pace.

• **Tool Tips and Language** – Instructions, wording, and labels have been clarified in several places to better explain team supplies, health conditions, and what students need to do.

• **Videos** –
  - **Climbing Mt. Everest Videos** – The “Introduction to Mt. Everest” and “Leadership Lessons from Mt. Everest” videos, featuring mountaineer James P. Clarke, have been re-recorded and updated. There is also a new bonus video, “Tools and Equipment,” that instructors can show to students if desired. Instructors also have a new option to hide the “Introduction to Mt. Everest” video, in case they prefer to show it to students in class.
  - **Authors Videos for Faculty** – Co-author Michael A. Roberto has created a series of videos that offer teaching, assignment, and debrief recommendations for faculty.

OPTIMIZATION FOR TABLETS & MOBILE PHONES

• **Mobile and Tablet Optimization** – The Everest simulation is now optimized for use on mobile phones and tablets.

• **Accessibility** – The simulation is more accessible for all users and meets the Web Content Accessibility Guidelines 2.0 AA.

• **Updated Technical Specifications** – The simulation can be played on Windows, OS X, iOS, and Android operating systems using the Chrome, Firefox, Safari, and Edge web browsers. Full specifications can be found at: [https://cb.hbsp.harvard.edu/cbmp/pages/content/techspecs](https://cb.hbsp.harvard.edu/cbmp/pages/content/techspecs)

METRIC SYSTEM OPTION

• **Imperial vs. Metric System Option** – Facilitators can now choose if measurements (distance, climbing speeds, weight, and wind speeds) will appear in metric or imperial units. This is controlled from the General Settings screen.
OTHER UPDATES FOR FACILITATORS

- **General Settings Screen** – The General Settings screen has been slightly updated for a better setup experience.
  - **Setup Process** – Facilitators are now encouraged to make ALL of their configuration choices before opening the simulation. This helps prevent any issues that might arise from trying to change the simulation model mid-way through the students’ play. All choices on this screen are now automatically saved.
  - **New Options** – The screen features several new options including hiding or displaying videos, metric versus imperial, resetting the simulation, and archiving the simulation run.

- **Updated Teaching Note** – The simulation Teaching Note has been updated to reflect all V3 changes.

- **New Language Options** – As of October 2018, the simulation is now available in either English, Spanish, Chinese, Portuguese, or Japanese. To select a different language option, go to the simulation homepage and click the language drop-down on the right-hand side. Teaching Notes, free trials, videos, PowerPoint slides, and videos are all available in each of the 5 languages.

- **Updated Free Trial & Instructor Preview** – A new Free Trial and Instructor Preview are available on the simulation preview page. To preview the student experience, please use the Free Trial. Static student previews are no longer available as a separate item.

- **Class Introduction PowerPoint Slides** – A new “Introductory Tips for Students” PowerPoint slide deck is available to help faculty introduce the simulation to students.

- **Minor Reporting Screens Updates** – Minor updates and improvements have been made to the student, team, and class reporting screens that faculty can view. All of the same results screens from V2 have been reproduced in V3.

- **Improved Sim Documents screen** – Facilitators can more quickly and easily view the full text that is delivered to students in each round via the Sim Documents screen. Simply click to open the PDF which shows the unique text a student receives based on their role, the day, and the challenge selected.

- **Option to Run the Simulation Multiple Times** – Facilitators now have the option of allowing students to play through the entire simulation a second time, from beginning the end, while saving the results from both runs. To do this, simply click the ‘Archive Run (To Play Again)’ button on the General Settings screen after students have finished playing the first time. This will archive students’ results and allow facilitators to configure the simulation for the second run.
OTHER CHANGES FOR STUDENTS

- **Days vs. Rounds** – The simulation still includes six rounds, but in the new version these have been renamed as “days.” This refers to the six simulated days in the simulation’s story. Additionally, any reference to “Day 0” has been eliminated and students will begin on “Day 1.”

- **Updated Supplies** – The blood pressure monitor has been removed from the medical supplies kit, and extra water and the acclimatization drug acetazolamide have been added. The other two medical supplies—two inhalers and one Gamow bag—remain unchanged.

- **Photographer New Text** – The minor changes to the simulation’s language includes a short new paragraph in the photographer’s role information which describes a history of acute mountain sickness (AMS). This is relevant to two of the recently-added challenges.

- **“Climbing Injury” Goal** – If the facilitator has assigned the new Ropes challenge for Day 4, the marathoner and physician will see their “Avoid frostbite” goal change to “Avoid climbing injury” to match the cover story.

- **Leader Survey** – If the facilitator has enabled surveys, the student playing the leader role will no longer receive questions about their own performance.

---


Log in as a Premium Educator and select See a Preview to access the simulation Teaching Note, Free Trial, Transition Guide, Web Tour, Author Videos, and Instructor Preview.

Customer Service at Harvard Business Publishing is also available to answer any questions and help you get started. Please call +1-(800) 545-7685, +1-617-783-7600 (outside the United States and Canada) or email custserv@hbsp.harvard.edu.