



















Client Name	Description	Max Bid	Required Competencies	Required Reputation	Impacts	Bid
OA0 TGaz	Overseeing development of investments of large gas supplying company in countries with lax laws	130	 		 	
DTR Energy Group	Developing plan and hydroelectric populated region					
North-East Oil & KF Energie GmbH	Help two oil companies					
BCO International	Overseeing introduction reduce energy carbon footprint for all production companies					
Government of Nepal	Developing power South Asia with cooperation with local authorities	190	 2  1			
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 1  1		 	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 1  1			
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130	 2			

Welcome to the Green&Great Tutorial Round!

Are you ready to take the helm at {0} - your new company?

Click the button below to proceed to the next step.

I get it!

Acquire Projects

Manage Company

Tutorial round

Time left:
03:36

View Reports

Client

[Hide](#)

Company

Competitors

On the beginning of every round a report on recent sustainability trends is available. Read it quickly - but with care, too. It will help you understand what happens in the game.

After reading click black "OK" button on the report.

**REPORT ON SUSTAINABILITY TRENDS:**

In spite of the media presence sustainability issues are not a major concern for majority of companies in both energy and financial sectors. Experts differ in their opinions with respect to the future of CSR. Some say it will remain a side issue only marginally influencing companies' reputations. Others say it will become a major force shaping market competition.

OK

Client Name	Description	Required reputation	Impacts	Bid
MB-DC AG	Preparing plan for large			
AU Design Co.	Creating investment Europe for australia durables			
CornerShop Co.	Energy conservation company			
Government of Slovenia	Creating report on energy sources for countries			
NCN Oil Corporation	Organising extensive Central African state			
MyChic	Moving production to countries with fewer employment regulations for large European clothing company	120	€ 1	1
OA O UKRGAZ	Creating plan for cutbacks in large traditional energy company in Ukraine	180	€ 1	1
TechDesign Group	Creating possible business models for high-tech startups	90	€ 2	
	Preparing report on investment			

Acquire Projects

Manage Company

Tutorial round

Time left:

03:36

View Reports

Client

Internal

Assignments

Staff

Initiating

Company

Competitors

Client Name	Description	Max Bid	Required Competencies	Required Reputation	Impacts	Bid
MB-DC AG	Preparing plan for energy plan and greening benefit large, german production					
AU Design Co.	Creating investment plan Europe for australian products					
CornerShop Co.	Energy conservation plan company					
Government of Slovenia	Creating report on available energy sources for one of countries					
NCN Oil Corporation	Organising extensive oil exploration in Central African states for					
MyChic	Moving production to East Asian countries with fewer employment regulations for large European clothing company	120				
OAQ UKRGASZ	Creating plan for cutbacks in large traditional energy company in Ukraine	180				
TechDesign Group	Creating possible business models for high-tech startups	90				
	Preparing report on investment					

OK, it's time to make some money!

You start with a clean slate - no cash, no debts, no employees. Your company will earn money by completing Client Projects. On this tab you can find these projects.

Remember: you bid for a different set of Client Projects every round!

I get it!

Acquire Projects

Client

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Tutorial round

Initiating

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View Reports

Company

Competitors

Client Name

Here you can find the competencies required to complete any of the available Client Projects.

After you get the projects, you will have to hire the employees with these competencies.

I get it!

Required Competencies

Required Reputation

Impacts

Bid

MB-DC AG



AU Design C



CornerShop



Government of Slovenia

Creating report on available renewable energy sources for one of European countries

110



NCN Oil Corporation

Organising extensive oil extraction in Central African states for oil company

150



MyChic

Moving production to East Asian countries with fewer employment regulations for large European clothing company

120



OAO UKRGAZ

Creating plan for cutbacks in large traditional energy company in Ukraine

180



TechDesign Group

Creating possible business models for high-tech startups

90



Preparing report on investment



Refresh

Acquire Projects

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Tutorial round

Initiating

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View Reports

Company

Competitors

Some clients won't let you bid for their projects unless you have certain reputation.

Later, you will find here minimal values of these reputations.

I get it!

Client Name	Description		Required Reputation	Impacts	Bid
MB-DC AG	Preparing plan for energy conserv plan and greening benefits packa large, german production compan				
AU Design Co.	Creating investment plan in Cent Europe for australian producer of durables				
CornerShop Co.	Energy conservation plan for UK re company				
Government of Slovenia	Creating report on available renewable energy sources for one of European countries	110			
NCN Oil Corporation	Organising extensive oil extraction in Central African states for oil company	150			
MyChic	Moving production to East Asian countries with fewer employment regulations for large European clothing company	120			
OAO UKRGAZ	Creating plan for cutbacks in large traditional energy company in Ukraine	180			
TechDesign Group	Creating possible business models for high-tech startups	90			
	Preparing raport on investment				

Refresh

Acquire Projects

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Tutorial round

Initiating

Time left:

03:36

View Reports

Company

Competitors

Client Name	Description					Impacts	Bid
MB-DC AG	Preparing plan for energy plan and greening benefits large, german production						
AU Design Co.	Creating investment plan in Europe for Australian products						
CornerShop Co.	Energy conservation plan for company						
Government of Slovenia	Creating report on available renewable energy sources for one of European countries	110					
NCN Oil Corporation	Organising extensive oil extraction in Central African states for oil company	150					
MyChic	Moving production to East Asian countries with fewer employment regulations for large European clothing company	120					
OAO UKRGAS	Creating plan for cutbacks in large traditional energy company in Ukraine	180					
TechDesign Group	Creating possible business models for high-tech startups	90					
	Preparing report on investment						

Client Projects have different impacts on your company's reputations.

This column tells you which reputation(s) will be affected by finishing the project. The reputations are visualized in the form of Compass - we will get back to this later.

I get it!

Acquire Projects

Manage Company

Tutorial round

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View Reports

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Initiating

Company

Competitors

Client Name	Description	Max Bid	Require	Bid
MB-DC AG	Preparing plan for energy conservation plan and greening benefits packages in large, german production company	170	€ \$ 1	
AU Design Co.	Creating investment plan in Central Europe for australian producer of durables	90		
CornerShop Co.	Energy conservation plan for UK retail company	120		
Government of Slovenia	Creating report on available renewable energy sources for one of European countries	110		
NCN Oil Corporation	Organising extensive oil extraction in Central African states for oil company	150		
MyChic	Moving production to East Asian countries with fewer employment regulations for large European clothing company	120	€ \$ 1	
OAQ UKRGAZ	Creating plan for cutbacks in large traditional energy company in Ukraine	180	€ \$ 1	
TechDesign Group	Creating possible business models for high-tech startups	90	€ \$ 2	
	Preparing report on investment			

To acquire the project you need to bid for it first. There are 3 rounds of bidding.

You can place the bid by submitting your price offer in the Bid column. Customers are looking for low prices but they also check your business reputation.

If your offer is the best one, the project is yours. If not, you can place your bids on other projects in next biddings.

Pay attention to the timer!

I get it!

Acquire Projects

Manage Company

Tutorial round

Time left:
03:56

Bidding 1

OK, let's win some projects!

Place 3 bids.

Hide

Client

Internal

Assignments

Staff

Client Name	Description	Max Bid	Required Competencies	Required Reputation	Impacts	Bid
MB-DC AG	Preparing plan for energy conservation plan and greening benefits packages in large, german production company	170	  			Place bid
AU Design Co.	Creating investment plan in Central Europe for australian producer of durables	90	 			Place bid
CornerShop Co.	Energy conservation plan for UK retail company	120	 			Place bid
Government of Slovenia	Creating report on available renewable energy sources for one of European countries	110	 			Place bid
NCN Oil Corporation	Organising extensive oil extraction in Central African states for oil company	150	  			Place bid
MyChic	Moving production to East Asian countries with fewer employment regulations for large European clothing company	120	 			Place bid
OAO UKRGAZ	Creating plan for cutbacks in large traditional energy company in Ukraine	180	  			Place bid
TechDesign Group	Creating possible business models for high-tech startups	90				Place bid
	Preparing report on investment					

Refresh

Acquire Projects

Manage Company

Tutorial round

Time left:
03:56

Client

Internal

Assignments

Staff

Bidding 1

Perfect!

You will see the results of the 1st bidding when the time is over.

I get it!

Client Name	Description	Max Bid	Required Competencies	Required Reputation	Im	
MB-DC AG	Preparing plan for energy conservation plan and greening benefits packages in large, german production company	170	  			<input type="text" value="170"/> 
AU Design Co.	Creating investment plan in Central Europe for australian producer of durables	90	 			<input type="text" value="90"/> 
CornerShop Co.	Energy conservation plan for UK retail company	120	 			<input type="text" value="120"/> 
Government of Slovenia	Creating report on available renewable energy sources for one of European countries	110	 			
NCN Oil Corporation	Organising extensive oil extraction in Central African states for oil company	150	  			
MyChic	Moving production to East Asian countries with fewer employment regulations for large European clothing company	120	 			
OAO UKRGAZ	Creating plan for cutbacks in large traditional energy company in Ukraine	180	  			
TechDesign Group	Creating possible business models for high-tech startups	90				
	Preparing report on investment					

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Acquire Projects

Manage Company

Tutorial round

View Reports

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Bidding 2

Time left:
02:51

Company

Competitors

[Hide](#)

Congratulations!

You're doing really great!
You have acquired 3 projects in 1st bidding!

Click black 'OK' button to proceed.

Ok

Information

Bidding Results

Client Name	Description	Winning company	Bid
MB-DC AG	Preparing plan for energy conservation plan and greening benefits packages in large, german production company	Company #1	170
AU Design Co.	Creating investment plan in Central Europe for australian producer of durables	Company #1	90
CornerShop Co.	Energy conservation plan for UK retail company	Company #1	120

Client Name	Description	Max Bid	Required Competencies	Project
Government of Slovenia	Construction of new building			
NCN Oil Corporation	Oil production			
MyChic	Marketing and advertising			
OAO UKRGAZ	Construction of gas pipeline			
TechDesign Group	Construction of high-tech building			
SDAC Group	Construction of multinational industry group			
RG Bank AG	Re-engineering services in all departments of large german bank	100		
Traditional energy sector lobby	Lobbying on deregulation of traditional energy sector in India	120		
AE Financial Group	Organising fundation aimed at developing small business sector in	120		

Refresh

Acquire Projects

Manage Company

Round 2

View Reports

Client






























Internal

You have acquired {0,choice,1#one project|2#two projects} in 1st bidding.

Click black 'OK' button to proceed.

Company

Competitors

Client Name	Description		Competencies	Required Reputation	Impacts	Bid
OA0 TGaz	Overseeing development of large gas supplying company in countries with less strict environmental laws	130	 1  1		 	
DTR Energy Group	Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe	170	 2  1		 ?	
North-East Oil & KF Energie GmbH	Help two oil companies with a M&A	110	 1  1  1		 ?	
BCO International	Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company	200	 1  1  1	 1	 	
Government of Nepal	Developing power grid in rural areas of South Asia with cooperation with local authorities	190	 2  1			
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 1  1		  ?	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 1  1			
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130	 2			

Client

Company



























Competitors

You haven't acquired any projects in 1st bidding.

Don't worry! It's not the end.

Bid for more Client Projects in next round of bidding

Click black 'OK' button to proceed.

Client Name	Client Description	Score	Required Reputation	Impacts	Bid
OAQ TGaz	One of large gas supplying company in countries with less strict environmental laws	130	 	 	
DTR Energy Group	Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe	170	 		
North-East Oil & KF Energie GmbH	Help two oil companies with a M&A	110	  		
BCO International	Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company	200	  	  	
Government of Nepal	Developing power grid in rural areas of South Asia with cooperation with local authorities	190	 		
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 	 	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 		
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130			

Acquire Projects

Manage Company

Round 2

View Reports

Client

Internal

Assignments

Staff

Company

Competitors

Hooray! There's nothing to do here anymore - you've got 3 projects.

Go to the 'Internal' tab!

Client Name		Max bid	Required Competencies	Required Reputation	Impacts	Bid
OA0 TGaz		30	 		 	
DTR Energy Group	Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe	170	 			
North-East Oil & KF Energie GmbH	Help two oil companies with a M&A	110	  			
BCO International	Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company	200	  		 	
Government of Nepal	Developing power grid in rural areas of South Asia with cooperation with local authorities	190	 			
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 		 	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 			
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130				

Acquire Projects

Manage Company

Round 2

Client




























Internal

Assignments

Staff

You can get up to 3 projects.

If you're satisfied with your results, click on the Internal tab.

Client Name	Description	Max Bid	Required Competencies	Required Reputation	Imp	
OAQ TGaz	Overseeing development of investments of large gas supplying company in countries with less strict environmental laws	130	 		 	
DTR Energy Group	Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe	170	 			
North-East Oil & KF Energie GmbH	Help two oil companies with a M&A	110	  			
BCO International	Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company	200	  		 	
Government of Nepal	Developing power grid in rural areas of South Asia with cooperation with local authorities	190	 			
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 		 	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 			
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130				

Acquire Projects

Manage Company

Round 2






Client

Internal

Assignments

Staff

This is the second bidding.
Place 3 bids

Client Name	Description	Max Bid	Required Competencies	Required Reputation	Impacts	Bid
OAQ TGaz	Overseeing development of investments of large gas supplying company in countries with less strict environmental laws	130	 		 	
DTR Energy Group	Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe	170	 			
North-East Oil & KF Energie GmbH	Help two oil companies with a M&A	110	  			
BCO International	Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company	200	  		 	
Government of Nepal	Developing power grid in rural areas of South Asia with cooperation with local authorities	190	 			
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 		 	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 			
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130				

Acquire Projects

Manage Company

Round 2

Client






























Internal

Assignments

Staff

You can get up to 3 projects.

If you're satisfied with your results, click on the Internal tab.

Client Name	Description	Max Bid	Required Competencies	Required Reputation	Impacts	Bid
OAQ TGaz	Overseeing development of investments of large gas supplying company in countries with less strict environmental laws	130	 		 	
DTR Energy Group	Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe	170	 			
North-East Oil & KF Energie GmbH	Help two oil companies with a M&A	110	  			
BCO International	Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company	200	  		 	
Government of Nepal	Developing power grid in rural areas of South Asia with cooperation with local authorities	190	 			
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 		 	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 			
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130				

Acquire Projects

Manage Company

Round 2

View P

Client

Internal

Assignments

Staff

Comp

This is the last bidding.

Place 3 bids.

Client Name	Description	Max Bid	Required Competencies	Required Reputation	Impacts	Bid
OAQ TGaz	Overseeing development of investments of large gas supplying company in countries with less strict environmental laws	130	 1  1		 	
DTR Energy Group	Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe	170	 2  1		 ?	
North-East Oil & KF Energie GmbH	Help two oil companies with a M&A	110	 1  1  1		 ?	
BCO International	Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company	200	 1  1  1	 1	 	
Government of Nepal	Developing power grid in rural areas of South Asia with cooperation with local authorities	190	 2  1			
Government of Serbia	Creating report on alternative energy sources for one of Balkan states	130	 1  1		  ?	
International Bank Lobby	Help large international bank lobby against restrictions for second-chance loans	120	 1  1			
Fwani Chemicals LTD	Introducing severe cost-cutting policies in chemical company	130	 2			

Acquire Projects

Manage Company

Round 2

View Reports

Client

Internal

Assignments

Staff

Company

Competitors

Bidding is over.

Nothing to do here anymore.

Please go to the **Internal** tab.

Client Name

Max
Bid

Required Competencies

Required
Reputation

Impacts

Bid

OAO TGaz

130



DTR Energy Group

Developing plan of creating new dam and hydroelectric power plant in densely populated region in East Europe

170

North-East Oil & KF
Energie GmbH

Help two oil companies with a M&A

110



BCO International

Overseeing introduction of policies to reduce energy consumption and carbon footprint for all branches of multinational production company

200



Government of Nepal

Developing power grid in rural areas of South Asia with cooperation with local authorities

190

Government of
Serbia

Creating report on alternative energy sources for one of Balkan states

130

International Bank
Lobby

Help large international bank lobby against restrictions for second-chance loans

120

Fwani Chemicals
LTD

Introducing severe cost-cutting policies in chemical company

130



Acquire Projects

Manage Company

Tutorial round

Time left:

02:07

View Reports

Client

Internal

Assignments

Staff

Bidding 2

Company

Competitors

Internal projects have impacts on your company reputations and employees wellbeing.

I get it!

Project Name	Description		Impacts	Add
Report: Wellbeing	Periodic reporting on employee well			Add project
Report: CSR	Periodic reporting on Corporate Social Responsibility			Add project
Report: Environmental Impacts	Periodic reporting on environmental impacts of company			Add project
Report: Finances	Periodic transparent financial reporting			Add project
Report: Sustainability	Periodic sustainability reporting following GRI guidelines			Add project
Report: Greenhouse Gas Emissions	Report greenhouse gas emission to the Carbon Disclosure Project			Add project
Health and Wellness Plan	Develop improved health and wellness programs for employees			Add project
Green benefit packages	Greening of employee benefit packages			Add project
Carbon neutral Program	Internal program to become "carbon neutral" company			Add project
Monitoring Sustainability/CSR Trends	Internal R&D program to monitor sustainability/CSR trends and design new client products & services			Add project

Refresh

Acquire Projects

Manage Company

Tutorial round

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01:26

View Reports

Client

Internal




























Assignments

Staff

Bidding 2

Company

Competitors

Project Name		Required Competencies	Impacts	Add
Report: Wellbeing	<p>They require certain competencies - but they don't bring you any income!</p> <p>I get it!</p>			Add project
Report: CSR				Add project
Report: Environmental Impacts	Periodic reporting on environmental impacts of company			Add project
Report: Finances	Periodic transparent financial reporting			Add project
Report: Sustainability	Periodic sustainability reporting following GRI guidelines	 	  	Add project
Report: Greenhouse Gas Emissions	Report greenhouse gas emission to the Carbon Disclosure Project			Add project
Health and Wellness Plan	Develop improved health and wellness programs for employees			Add project
Green benefit packages	Greening of employee benefit packages	 	  	Add project
Carbon neutral Program	Internal program to become "carbon neutral" company	 		Add project
Monitoring Sustainability/CSR Trends	Internal R&D program to monitor sustainability/CSR trends and design new client products & services	 	 	Add project

Refresh

Acquire Projects

Manage Company

Tutorial round

Time left:
05:58 II

Hide

Select at least 1 internal project!
(You don't have to do that in the real game, if you don't want to.)

Client

Internal

Assignments

Staff

Finalize

Project Name	Description	Required Competencies	Impacts	Add
Report: Wellbeing	Periodic reporting on employee wellbeing	 1		Add project
Report: CSR	Periodic reporting on Corporate Social Responsibility	 1		Add project
Report: Environmental Impacts	Periodic reporting on environmental impacts of company	 1		Add project
Report: Finances	Periodic transparent financial reporting	 1		Add project
Report: Sustainability	Periodic sustainability reporting following GRI guidelines	 1  1	  	Add project
Report: Greenhouse Gas Emissions	Report greenhouse gas emission to the Carbon Disclosure Project	 1		Add project
Health and Wellness Plan	Develop improved health and wellness programs for employees	 1		Add project
Green benefit packages	Greening of employee benefit packages	 1  1	  	Add project
Carbon neutral Program	Internal program to become "carbon neutral" company	 1  1		Add project
Monitoring Sustainability/CSR Trends	Internal R&D program to monitor sustainability/CSR trends and design new client products & services	 1  1	 	Add project

Refresh

Acquire Projects

Manage Company

Tutorial round

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View Reports

Client

Internal































Assignments

Staff

Finalize

Company

Competitors

Project Name	Description	Competencies	Impacts	Add
Report: Wellbeing	Periodic reporting on	 1		Cancel Project 
Report: CSR	Periodic reporting on Responsibility	 1		Add project
Report: Environmental Impacts	Periodic reporting on environmental impacts of company	 1		Add project
Report: Finances	Periodic transparent financial reporting	 1		Add project
Report: Sustainability	Periodic sustainability reporting following GRI guidelines	 1  1	  	Add project
Report: Greenhouse Gas Emissions	Report greenhouse gas emission to the Carbon Disclosure Project	 1		Add project
Health and Wellness Plan	Develop improved health and wellness programs for employees	 1		Add project
Green benefit packages	Greening of employee benefit packages	 1  1	  	Add project
Carbon neutral Program	Internal program to become "carbon neutral" company	 1  1		Add project
Monitoring Sustainability/CSR Trends	Internal R&D program to monitor sustainability/CSR trends and design new client products & services	 1  1	 	Add project

Perfect!

Go to the 'Assignments' tab or
select more Internal Projects.

Hide

Client

Internal

Assignments

Staff

Bidding 1

Company

Competitors

PROJECTS

Project/Client Name	Required Competencies	Assigned
Report: Wellbeing		
Report: CSR		

EMPLOYEES

Available

Assigned

Hire

TRAINING

Competencies People



FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

In order to complete the projects hire employees qualified in **required** competencies.

Employees that have more than 1 competence can substitute for two or more less qualified employees.

One employee can be assigned to one or more projects.

I get it!



Acquire Projects

Client

Internal

Manage Company

Assignments

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Tutorial round

Finalize

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View Reports

Company

Competitors

PROJECTS

Project/Client Name	Required Competencies	Assigned
Report: Wellbeing	 1	
MB-DC AG	 1  1  1	
AU Design Co.	 1  1	
CornerShop Co.	 1  1	

EMPLOYEES

Available

Assigned

Hire

No employees to assign.

Hide

Click the 'Hire' button to hire an employee.



FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

Refresh

Acquire Projects

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Tutorial round

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View Reports

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PROJECTS

EMPLOYEES

Available

Assigned

Hire

TRAINING

Competencies People



FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

Project/Client
NameRequired
Competencies

Assigned

Hire employee

Report: Wellbeing



MB-DC AG



AU

Cor

That's it!

Now click one of the competencies buttons.

Hide



FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

Refresh

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Competitors

PROJECTS

Project/Client Name	Required Competencies	Assigned
Report: Wellbeing	 1	
MB-DC AG	 1  1  1	
AU Design Co.	 1  1	
CornerShop Co.	 1  1	

EMPLOYEES

Available

Assigned

Hire

	Name	Competencies	
	Bajnok	 1	

Perfect. Let's assign an employee to project now.

Drag and drop employee icon to the project field.

[Hide](#)

TRAINING

Competencies People



FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

Refresh

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Con

[Hide](#)**Great!**

Now hire all employees needed for projects and assign them.

PROJECTS

Project/Client Name	Required Competencies	Assigned
Report: Wellbeing	 1	
MB-DC AG	 1  1	
AU Design Co.	 1  1	
CornerShop Co.	 1  1	

EMPLOYEES

Available

Assigned

Hire

No employees to assign.

FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

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Competitors

PROJECTS

Project/Client Name	Required Competencies	Assigned
Report: Wellbeing		
MB-DC AG		  
AU Design Co.		 
CornerShop Co.		 

EMPLOYEES

Available

Assigned

Hire

No employees to assign.

TRAINING

Competencies People



FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

To send an employee to training, drag and drop employee's icon to the training icon.

Hire another employee and send her or him to training.

(You don't have to do that in the real game, if you don't want to.)

[Hide](#)

Refresh

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Tutorial round

Finalize

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View Reports

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Competitors

PROJECTS

Project/Client Name	Required Competencies	Assigned
Report: Wellbeing		
MB-DC AG		  
AU Design Co.		 
CornerShop Co.		 

Good job!

You know how to hire, assign and train your people.

Now you need to learn how to manage them.

Go to the **Staff** tab!

[Hide](#)

Hire

TRAINING

Competencies

People



FINANCE



ENERGY



ENVIRONMENT



PEOPLE SKILLS

Refresh

Acquire Projects

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Tutorial round

Time left:
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Finalize

Company

Competitors

Change salary of at least 1 employee.

Hire

Name	Salary	Expected Salary	Job Satisfaction	Satisfaction Factors	Competencies	Assignments	Employed Since	Fire
Bajnok	<input type="text" value="25"/>	25	0		1	MB-DC AG	1	
Zita	<input type="text" value="25"/>	25	0		1	AU Design Co.	1	
Rini	<input type="text" value="25"/>	25	0		1	CornerShop Co.	1	
Gretchen	<input type="text" value="25"/>	25	0		1	MB-DC AG	1	
Alyssa	<input type="text" value="25"/>	25	0		1	AU Design Co.	1	
Laura	<input type="text" value="25"/>	25	0		1	CornerShop Co.	1	
Xiomara	<input type="text" value="25"/>	25	0		1	Report: Wellbeing	1	
Ambar	<input type="text" value="25"/>	25	0		1	MB-DC AG	1	
Nixie	<input type="text" value="25"/>	25	2		1	Training 1	1	

Refresh

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Tutorial round

Finalize

Time left:












































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Hire

Name	Salary	Expected Salary	Job Satisfaction	Satisfaction Factors	Competencies	Assignments	Employed Since	Fire		
Bajnok	<input type="text" value="28"/>	25	 1	<div>Perfect!</div> <div>Here's an important tip for you:</div> <div>Unsatisfied employees can quit and then the projects they're working on will not be finished.</div> <div>I get it!</div>					 1	<div>Fire</div>
Zita	<input type="text" value="25"/>	25	 0						 1	<div>Fire</div>
Rini	<input type="text" value="25"/>	25	 0						 1	<div>Fire</div>
Gretchen	<input type="text" value="25"/>	25	 0						 1	<div>Fire</div>
Alyssa	<input type="text" value="25"/>	25	 0						 1	<div>Fire</div>
Laura	<input type="text" value="25"/>	25	 0	 ?  ?  ?  ?  ?	 1	CornerShop Co.	 1	<div>Fire</div>		
Xiomara	<input type="text" value="25"/>	25	 0	 ?  ?  ?  ?  ?	 1	Report: Wellbeing	 1	<div>Fire</div>		
Ambar	<input type="text" value="25"/>	25	 0	 ?  ?  ?  ?  ?	 1	MB-DC AG	 1	<div>Fire</div>		
Nixie	<input type="text" value="25"/>	25	 2	 ?  ?  ?  ?  ?	 1	Training  1	 1	<div>Fire</div>		

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Competitors

Hire

Name	Salary	Expected Salary	Job Satisfaction	Satisfaction Factors
Bajnok	<input type="text" value="28"/>	25	1	
Zita	<input type="text" value="25"/>	25	0	
Rini	<input type="text" value="25"/>	25	0	
Gretchen	<input type="text" value="25"/>	25	0	
Alyssa	<input type="text" value="25"/>	25	0	
Laura	<input type="text" value="25"/>	25	0	
Xiomara	<input type="text" value="25"/>	25	0	
Ambar	<input type="text" value="25"/>	25	0	
Nixie	<input type="text" value="25"/>	25	2	

Employees are happier when:

- you send them to training,
- their salaries meet their expectations,
- they finish their projects on time,
- they feel good at your company.

And remember that if you fire someone, then others will be upset!

Take a closer look at these factors by completing internal project: Report - Job Satisfaction.

I get it!

Report:
Wellbeing

X

1

Fire



MB-DC AG

X

1

Fire



Training



X

1

Fire

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All operations finished?

Click **Finalize**.

(You can't see any 'Finalize' button? It means we're still in the Bidding phase. Wow, you learn quickly! Just wait until the Operations phase begins and then the 'Finalize' button will appear.)

Hide

Name	Salary	Expected Salary	Operations	Assignments	Employed Since	Fire
Bajnok	<input type="text" value="28"/>	25		MB-DC AG	✗ 1	<button>Fire</button>
Zita	<input type="text" value="25"/>	25		AU Design Co.	✗ 1	<button>Fire</button>
Rini	<input type="text" value="25"/>	25		CornerShop Co.	✗ 1	<button>Fire</button>
Gretchen	<input type="text" value="25"/>	25		MB-DC AG	✗ 1	<button>Fire</button>
Alyssa	<input type="text" value="25"/>	25		AU Design Co.	✗ 1	<button>Fire</button>
Laura	<input type="text" value="25"/>	25		CornerShop Co.	✗ 1	<button>Fire</button>
Xiomara	<input type="text" value="25"/>	25		Report: Wellbeing	✗ 1	<button>Fire</button>
Ambar	<input type="text" value="25"/>	25		MB-DC AG	✗ 1	<button>Fire</button>
Nixie	<input type="text" value="25"/>	25		Training	✗ 1	<button>Fire</button>

Refresh

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Finalized

Time left:

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View Reports

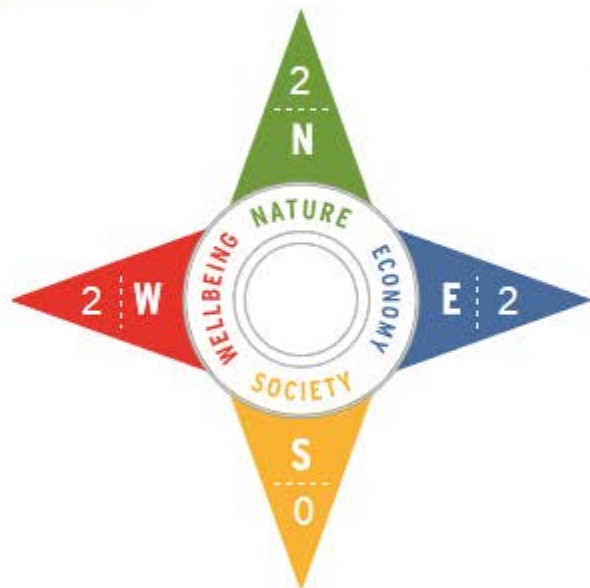
Company

Competitors

Company: **Company #1**

Show report for round: 0

REPUTATION:



The round is finished!

This screen displays the results.

Reputations are visible on the Compass.

Below the Compass you will find information on you financial performance.

You will also find here the list of finished projects, the list of employees who quit the job, and the list of competencies gained by employees.

I get it!

Projects	Income
1	0
1	170

ound.

COMPETENCIES GAINED

Name	Salary	Expected Salary	Job Satisfaction	Competencies	Competencies Gained
Zita	25	30	1	2	1
Nixie	25	30	1	€\$ 1 1	€\$ 1

Income:

380

Accumulated

152 ↑

Costs:

228

profit:

Profit:

152

Reputation
damage due to
delays:

0

Refresh

Acquire Projects

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Finalized

Time left:

05:58

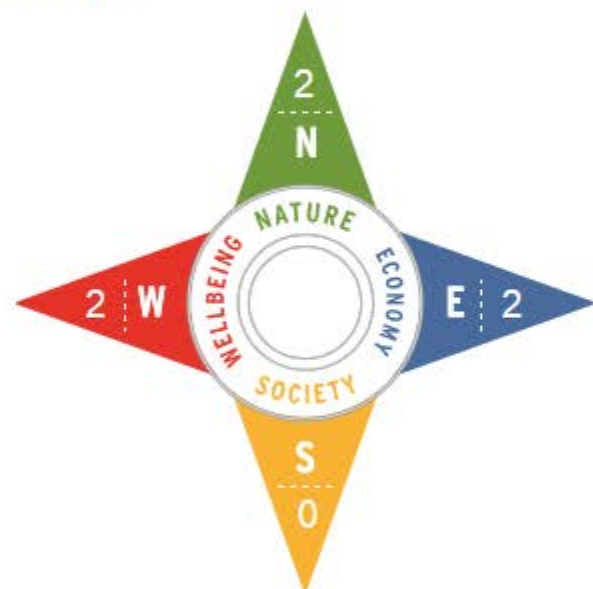
View Reports

Company

Competitors

Company: **Company #1**

REPUTATION:





Income:
Costs:
Profit:

380
228
152

Accumulated profit:
Reputation damage due to delays:

152 ↑
0

PROJECTS FINISHED

Project/Client Name	Description	Impacts	Income
Report: Wellbeing	Periodic reporting on employee wellbeing	 1	0
MB-DC AG	Preparing plan for energy conservation plan and greening benefits packages in large, german production company.	 1	170

Analyze your results and then go to the **Competitors** tab.

EMPLOYEES QUIT

No employees quit company this round.

COMPETENCIES GAINED

Name	Salary	Expected Salary	Job Satisfaction	Competencies	Competencies Gained
Zita	25	30	 1	 2	 1
Nixie	25	30	 1	 1  1	 1

Refresh

Acqu

Check your competitors' results!

Remember that they will be displayed only if they finalized their operations, too.

I have checked it!

Time left:
05:58 ||**View Reports**

Company

Competitors

Show report for round: 0

Company	Income	Costs	Profit	Accumulated profit	Reputation
Company #1	380	228	152	152 ↑	 2  0  2  2
Company #2	Decisions not finalized yet for this round				
Company #3	Decisions not finalized yet for this round				
Company #4	Decisions not finalized yet for this round				
Company #5	Decisions not finalized yet for this round				



Acquire Projects

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Tutorial round

Finalized

Time left:
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View Reports

Company

Competitors

Company: **Company #1**

Show report for round: 0

Company	Income	Costs	Profit	Accumulated profit	Reputation
Company #1	380	228	152	152 ↑	 2  0  2  2
Company #2	Decisions not finalized yet for this round				
Company #3					
Company #4					
Company #5					

Congratulations!

You have completed the tutorial round!

Now, wait for other players. Then, let's play for real.

Remember: you can ask the moderator for help anytime!

Are you ready to start the game?

I'm ready!