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LEADERS IN THE MAKING: BUSINESS GAMES TO STIMULATE ADULT LEARNING AND PROFESSIONAL TRAINING

Abstract:

Many companies representing various industries and located in different countries complain that they cannot find enough well-qualified workforce. To remedy this situation, they collaborate with universities or arrange on-premise training of their employees.

Analysis of this process demonstrated three trends particularly relevant to the subject of adult learning and professional training. They are: integration of collaborative learning; rise of data-driven learning and assessment; and shift of the student role from consumers to creators.

The present discussion focuses on the applications of business games as tools of experiential learning and brings up two perspectives – experience enrichment and learner engagement. One of them reviews and analyzes the process of enrichment of adult learner experience by using various business and industry simulations approximating real-life situations and decision-making risks. The other focuses on the increase of the degree of learner engagement in the world of constant interruptions and ever-shrinking attention span.

Keywords:

business game, adult learner, professional training, business education, engagement