THREE STRIKES AND YOU'RE OUT!: A DOWNSIZING EXPERIENTIAL EXERCISE

Peter M. Markulis, State University of New York at Geneseo
Daniel R. Strang, State University of New York at Geneseo

WORKSHOP

Time Frame: 30-45 minutes

Pertinent Courses:
Principals of Management, Organizational
Theory/Organizational Behavior, Human
Resource Management, and/or Production &
Operations Management.

Format:
Participants will role-play employees of a firm which has
made a decision to downsize. Participants will debrief the
exercise as would be typically done with students. Participants also will be asked to comment on the relevance
and meaningfulness of the exercise.

Description:
This workshop is a demonstration of an experiential exercise
on the impact that downsizing has on a company’s employees. Participants in the workshop will be asked to
play members of a company, which has made a decision to
downsize. The exercise employs a mock baseball game as
the means to select employees for termination. The exercise attempts to have the participants simulate the experiences of
both those who have been terminated, as well as those who
remain with the firm.

Learning Objectives:
Experience the impact of downsizing, learn responsibilities
to terminated employees, appreciate impact of downsizing
on organizational morale, develop an ethical downsizing
strategy, and create alternatives to downsizing.

Materials Required:
Clip boards, 4-5 whiffle balls, baseball bat, (if available, use
of an outdoor space).

Group Size:
Twenty to 35 participants are manageable. Any number of
teams, with 5-10 people on a team.

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