

Maintaining Engagement, Discussion and Handling Unexpected Actions

Techniques for Running Effective Sim-Ex

Dr Naritsorn Pholperm and Dr Ashish Sutar

Training Workshop on Emergency Management and Disaster Response

How to Conduct Simulation Exercise (Sim-Ex)

10-12 December 2025, Manila, Philippines

The Stages of Behavior Change

Understanding the behavioral change cycle helps facilitators better manage participant engagement and expectations.



The COM-B Model for Behavior Change



Capability

Can this target actions be accomplished in principle?



Opportunity

Is there sufficient opportunity for the audience to perform?



Motivation

Is there sufficient motivation for the audience to occur?



Target Action

The Desired Outcome

Making Change Happen (EAST)



E

Easy

Reduce friction and simplify the process to make the behavior the default choice.



A

Attractive

Attract attention and provide rewards or incentives to engage participants.



S

Social

Leverage social norms, networks, and commitments to drive behavior change.



T

Timely

Prompt people when they are most receptive and likely to respond.

OARS: Active Listening



Open-ended questions

Encourage detailed responses rather than simple "yes" or "no" answers.



Affirmations

Recognize and validate participant contributions to build confidence and rapport.



Reflective listening

Demonstrate understanding by mirroring or paraphrasing what was said.



Summaries

Recap key points to ensure alignment and transition to the next topic.



"Stay Curious"

Top 5 Priority Time-Management Tips

1

Start With a Detailed, Realistic Timeline

Highest Priority

Plan each phase (briefing → injects → action → debrief), define exact time blocks, and assign responsible persons.



2

Deliver Injects Exactly on Schedule

Assign a controller responsible only for timekeeping and inject release. Delays create a cascading effect.



3

Pre-Test All Tools, Materials, and Logistics

Test inject channels, venue movement, and equipment. Prevents unexpected delays of 5–20 minutes.



4

Assign a Dedicated Time Keeper

A time keeper tracks each segment and prompts facilitators, ensuring focus on delivery rather than the clock.



5

Use Structured, Focused Inject Questions

Keep discussions tight with one clear decision per inject and set response time limits to avoid drifting.



Top 5 Priority Tips for Managing Unexpected Actions

1

Use Injects to Re-Align the Exercise

Highest Priority

A timely inject is the quickest way to bring the scenario back to learning objectives without stopping the exercise.



2

Apply the 'Pause–Plan–Play' Method

Briefly pause to allow facilitators to plan a response, then resume. This maintains control and clarity.



3

Activate Controller–Evaluator Coordination

Controllers and evaluators should quickly consult before reacting to prevent inconsistent facilitation.



4

Introduce Realistic Consequences

If participants take unsafe actions, introduce logical consequences through injects instead of embarrassing them.



5

Maintain a Flexible Timeline

Include a 10–15% time buffer in each phase to absorb unexpected delays and protect the debrief period.





Adult learning

- Adult need to know why they need to know something : Focusing on real-world applications of skills.
- Adult approach learning as problem solving : Using scenario, problem-solving exercises.
- Adult learn best when the topic offers best immediate value- Using positive reinforcement and recognition. Encouraging a growth in mindset in adult learners
- Overcoming Barriers to Adult Learning : Addressing time constraints, fear of failure, or low confidence, Creating a safe and supportive learning environment, Adapting materials to different skill levels.
- Role of the trainer as a Facilitator : Moving from a lecturer to a guide,
- Creating an inclusive and respectful atmosphere, Encouraging participation without dominating discussions.

Thank you

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Back at 3:50 PM

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- ❑ Roles : Management, facilitators, controllers, players
- ❑ Pre-training engagements
- ❑ Venue, IT, equipment and budget