

SIM Session Guide

Context:

SIM (short for “simulation”) is a component of Sprog that runs throughout the week, and gives Sprogers a chance to apply the skills they learn in trainings. At the beginning of the week, Sprogers split into SIM teams and are assigned fictional campaign stories. Throughout the week, Sprogers will be asked to work in SIM teams to practice applying skills they have learned in trainings.

SIM begins with a stand-alone Intro SIM session and ends with a stand-alone SIM Wrap-Up, which should be facilitated by the Curriculum Realm trainer(s). All other SIM activities are embedded in trainings, so are led by the trainers facilitating those trainings.

SIM Objectives:

- 1) Give Sprogers **consistent examples** to return to for activities. This allows for activities to build on each other so that Sprogers can practice integrating different organizing skills.
- 2) Give Sprogers a chance to **practice teambuilding** in a campaign organizing setting.
- 3) Introduce Sprogers to issues or campaigns they might not have known about, and help them **imagine what campaign organizing can look like**.

Materials

- [Sierra Coal Plant](#) - Example Campaign #1
 - [Sprog University](#) - Example Campaign #2
 - [Capidexo Workers' Union](#) - Example Campaign #3
 - [SIM Scenario Writing Guide](#)
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1. Intro SIM (*stand-alone*)

Time Needed: 20 mins

Handout: Scenario Background

Trainer Instructions:

- 1) *Introduce the simulation:* Explain that throughout the week, we'll be using SIM scenarios to apply new skills from the trainings. For these activities, Sprogers will step into the roles of organizers working on one of three fictional example campaigns. Their simulation scenarios and teams will stay the same throughout the week. Note that these simulation campaigns won't be a huge part of the Sprog week – the goal is just to have established groups and scenarios to come back to when practicing skills so that they don't have to step into a brand new scenario for each activity.
- 2) *Assign simulation campaign teams:* Read aloud the three Scenario Descriptions (the first paragraph in each Scenario Background handout). Have Sprogers choose which of the scenarios they want to practice with throughout the week. When the group has split itself between the three scenario choices, put Sprogers into campaign teams of 4-6 (*make sure there are no more than 8 groups total*). Hand out the **Scenario Background** handouts and give groups the remainder of the time to read them over and discuss the following:
 - a) Introduce yourselves.
 - b) Why did you choose this scenario?
 - c) What experience do you have working on campaigns similar to the scenario?

SIM and night teams:

As an alternate way of assigning SIM teams, you could consider having Sprogers work in night teams for SIM. This would allow night team leaders to double as SIM team coaches by providing specific feedback, checking on teams' dynamics throughout the week, or using night team time to further reflect and debrief SIM activities. This method might be particularly useful if most of your Sprogers are new organizers.

2. SIM Team Launch

Training: Leadership Development 101

Handout: Team Launch Worksheet (*included in Leadership Development 101 handout*)

3. SIM Message Box

Training: Communications

Handout: Constituents & Target

4. SIM Elevator Pitch & Outreach Fair

Training: Base Building 101

Handout: none

5. SIM Goals & Strategy

Training: Campaign Planning 201

Handout: Campaign Goals & Strategy Worksheet (*included in Campaign Planning 201 handout*)

6. SIM Target Meeting

Training: Meeting with Decision-Makers

Handout: Decision-Maker Meeting Worksheet (*two copies*)

7. SIM Press Pitch

Training: Skill Rotation

Handout: none

8. SIM Tactics & Timeline (*optional*)

Training: Campaign Planning 401 (*optional training*)

Handout: Events Calendar

9. SIM Wrap-Up (*stand-alone*)

Trainer Instructions:

- 1) *Team reflection:* Ask SIM teams to turn back to the team agreements they wrote out in the Team Launch (during LD 101). Give 15 mins for teams to read over their agreements again and reflect together about the following questions:
 - How did your team work well together?
 - What was challenging about working together?
 - Did your team follow the agreements you set?

- Is there anything you would revise about these agreements?

After 15 mins, bring everyone back to the full group. Ask teams to volunteer reflections to share with the full group. Add an additional reflection question: "What lessons about building teams have you learned from working in SIM teams?" Take responses.

- 2) *Team story*: For the final SIM activity, give teams 15 mins to *write a headline* and the beginning of the news story announcing their campaign's victory! What is the media saying about the powerful movement they built to win the change they wanted? This should be a fun mini-visioning activity – encourage teams not to get caught up in writing the perfect headline. Take the last 5 minutes for everyone to share out their headlines in the big group. Make sure to celebrate with applause!