



## Global Management Challenge – a unique opportunity to impress future and present employers with managing skills

by Katarzyna Molas, BIGRAM Personnel Consulting

Every year teams of 3-5 students and professionals line up to participate in the largest Polish business-simulation game. They compete with each other, managing virtual companies, developing managerial skills and gaining valuable experience. "GMC is in fact great training for developing practical business skills. The simulated board meetings often reflect what happens during real ones, where people confront each other and look for compromises. GMC provides the participants with a convincing simulation of team work which makes them cooperate regardless of their individual differences," claimed the Ultimata team from BP Polska who took part in last year's edition.

"The contest also opens the door to a dynamic career," claims Paulina Szadkowska-Mazur, GMC project manager. "It allows the participants to be noticed by the biggest companies in Poland as well as by headhunters and recruitment consultants. For participating companies it is also a great way to find the best specialists and to utilise the human potential, both inside the company and on the market."

BIGRAM Personnel Consulting launched GMC in Poland in 2000. Since then over 10,000 talented people have taken part in the competition. More than 300 employers, including Millennium Bank, Deloitte, Telekomunikacja Polska, METRO Group and many others use this opportunity to look for prospective employees. Therefore, even though only one team can win, all the people taking part in the simulation can significantly benefit.

"All the GMC participants are highly motivated people. Those are the talents we are looking for," says Ewa Rzczkowska, mar-

keting/PR manager from Deloitte. "For the participants it's a great career opportunity, and for us it is a possibility to employ the best. In our opinion GMC is a perfect way of training future business leaders."

GMC is open to managers, MBA students, graduates, specialists as well as undergraduate students. In 2008, more than 400 teams registered for the contest.

The procedure is simple. First the participants need to register on the GMC website. Starting in April the teams take on the roll as the Board of Directors of a virtual company. They need to successfully manage it so that its virtual shares gain the highest value. All the companies interact so it is important for their managers to correctly predict the opponents' decisions and flexibly adjust to the market dynamics. Competition is divided into stages: trainee programme, two rounds played online and National Finals. The best team will represent Poland in the World Finals. In all the stages of the competition the participants need to learn how to make the right decisions, cooperate and have responsibility to let their companies thrive.

The participants are enthusiastic about the challenge. "GMC is a great way to learn how to manage a real company. It allows us, the students, to use our theoretical knowledge in practice. The simulation develops strategic thinking, problem analysis, and lets us see the company from a global perspective starting from HR, through production, marketing and leading to finances," explains Michał Plotnicki, from Akademia Ekonomiczna w Poznaniu, sponsored by DHL Express in GMC 2008. "Moreover GMC develops teamwork skills. We needed to divide the respon-

sibilities, create communication standards and promote the involvement of all the team members. Those are the real keys to success."

The competitive nature of the challenge makes the participants really engage in their task. Even though their companies exist only in virtual reality their emotions are real.

"There is one thing that makes GMC unique and that cannot be found anywhere else. Some people might call it 'business sense' others will call it management talent. That is why GMC attracts so many young and gifted people. The atmosphere of competition, the satisfaction of getting to the next stage make this challenge extremely exciting," claim Iza Prządło, Justyna Schabek and Tomasz Schabek, students sponsored in 2008 by METRO Group. "Moreover the preparation of the simulation is impeccable and the organisation is great. Therefore people genuinely interested in business management are drawn to participate or observe the simulation."

The challenge is also highly valued by the professional participants. "After taking part in the simulation we really appreciate the role of strategic planning. During the decision making process we were able to test our knowledge about economic theories. We also gained a fresh look on the processes in our own company," says Mariusz Pięta from Renault Polska. Also the management of many big corporations view the participation in GMC as vastly beneficial for their staff. Renata Juskiewicz, METRO Group general manager concludes: "It is a highly attractive form of self-development and improving work competences. Employees have an opportunity to test their own innovative methods and to take risk without endangering their company to real losses."

The registration for the 10th edition opened January 16th.

For more information please see:  
[www.gmcpoland.pl](http://www.gmcpoland.pl)



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