You selected the policy  

1. Proceed as planned.

First, you should estimate the number of additional prisoners and cost...

Aims: A skill to follow the right process, and arrive at right decision based on Communication and Leadership skill.

Advantages of Role-Play Training

- Many more simulated experiences than with OJT
- Different perspective experiences, a customer and a vendor
- Extremely high risk management situation
- Experience specific project management skill
- Experience project management with various character persons

Continual Improvement of Educational Effectiveness (Cycle ADDIE Educational Improvement Process)

- Monitor behaviors of learners as log-data
- Analyze the behaviors
- Provide a feedback as an assessment
- Revise a role-play scenario, and messages of an agent

Reduce burden share of teaching staffs

- Without paper text
- Automatically gather the track records of each learner's behaviors

## About RP exercise

This is an exercise on determining project policy. Participants play roles of Matsuoka, Isozaki, and Abe.

- The exercise consists of 3 blocks:
  - 1st: Confirm the background and motivation of the project
  - 2nd: Keep track of project progress using EVM and determine the future development policy
  - 3rd: Determine development policy of the project

### Project presentation, debate, calculation, decision-making

- Problem state - Delayed -

  - Learners are to identify the cause of the project delay, select a strategy to cope with the delay, and determine the future development policy.

### Decision

- Decide to proceed as planned. Estimate the additional required development cost and personnel.

- It is important to have discussions, and behave taking the project status, and interests of oneself and others into consideration. It is hoped that learners make the best decision for the project.

**Comment**

You selected the policy 1. Proceed as planned.

- First, you should estimate the number of additional persons, and cost...

A software agent in BONAMI participates in two phases

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Virtual project

Wellness Sports Corporation has grown through a series of mergers, and consequently is using three similar customer management systems. It plans to develop a new customer management system, which integrates the three existing systems, and simultaneously to develop new services to attract new customers.

Four persons participate in the RP exercise.

1. (Wada) in charge of developing terminals.
2. (Matsuoka) in Wellness Sports, which is the customer of the other companies, leader of the RP exercise.
3. (Abe) in charge of planning new services.
4. (Isozaki) in a system development company.

Roles appear: PM (Matsuoka) in Wellness Sports, which is the customer of the other companies, leader of the RP exercise, leader of the RP exercise.

Performance Evaluation by Rubrics

To quantitatively evaluate the acquired skills to follow the right process, and arrive at right decision, chat messages of learners and behaviors are compared with the model behavior.

Questionnaire Survey

Comprehend learners’ interest in project management (PM), and understanding of job of project manager, and motivation to study PM.

Ex. “When you are appointed project manager in the future, will you accept the offer?”

Evaluation

Behavior Track Records of Each Learner (RP training Log data)

1. Matsuoka confirms the purpose of the RP exercise.
2. Adviser facilitates the progress of the RP exercise.
3. Isozaki gives a trigger for starting discussion as a project manager.
4. Isozaki and Abe seem to not participate in the round table.
5. Matsuoka, Isozaki, and Abe have arrived at an agreement.

Rubrics for evaluating the acquired skills in RP training

Viewpoint

1. Do learners introduce themselves?
2. Do learners act as if they were the person they represented?
3. Do learners value their role and other people’s role?
4. Do learners understand the interests and background of other people and speak courteously?
5. Do learners value information, and exchange information with all team members?

Criteria for scoring

1. 4 points
2. 3 points
3. 2 points
4. 1 point

Results (type & value)

Action (type & value)

Action (type & value)

...