ENGINUITY

Using on Company Graduate/Management Development Programmes

©Virtual Management Simulations

Introduction

People are the key asset of any business, and their personal and professional development is essential to the success of the business.

The **ENGINUITY** computer simulation has been designed for people in the early stages of their careers, on Graduate/Management Development Programmes, to :-

- Giving them an insight into how a modern Global Construction Company operates, and the challenges faced by their business leaders.

- Develop key Business Management skills :-

    - Commercial awareness
    - Strategic thinking
    - Decision making
    - Problem solving
    - Team working
    - Communication

A Stimulating Learning Experience

What makes the **ENGINUITY** unique is that it is delivered as a Competition between the participants (split into management teams) that enhances the learning environment, and :-

- Is practical, challenging and competitive
- Puts theory into practice
- Is thought provoking
- Is enjoyable, engendering a sense of achievement
- Cannot be plagiarised (you cannot google the answer)

ENGINUITY is a unique and inspirational learning experience, giving participants, grouped into teams, the opportunity to compete against each other to see

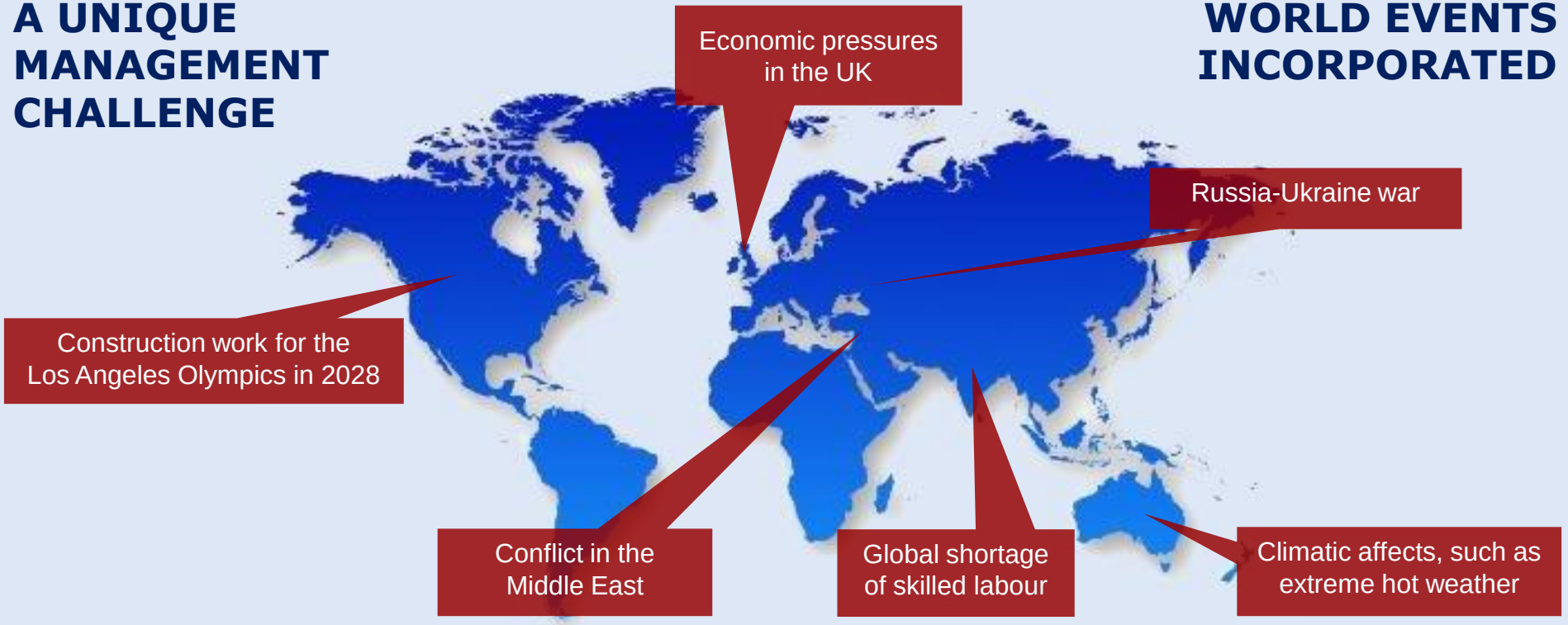
WHO CAN RUN THE MOST SUCCESSFUL GLOBAL CONSTRUCTION BUSINESS

Developing a successful business strategy is essential, as is being able to work effectively as a team, make key decisions, and solve problems as they arise.

Ultimately their can be only one winner, but everyone also wins if they can grow a successful business.

A UNIQUE MANAGEMENT CHALLENGE

WORLD EVENTS INCORPORATED



Using a sophisticated computer simulation, competing teams are given the task of managing a fledgling UK-based **GLOBAL CONSTRUCTION BUSINESS** from 2026 onwards.

Operating in a dynamic global economy based upon the 'real world', there are **WORLD EVENTS,** economic, political and environmental, that can impact upon the business, and the **ENGINUITY NEWS NETWORK (ENN)** provides the latest world news headlines.

There are jobs, clients, rival competitors, risks and people worldwide, and the **success or failure of the business** depends entirely on the decisions each team makes in a number of key business areas.

Decision Making

Decisions are made for a **period**, representing 3 months, or a quarter, in the real world, in order to enable the company to :-

- **Identify new work** in a number of market sectors
- **Win new work** in a competitive and dynamic bidding environment
- **Progress jobs to profitable completion** by allocating appropriate project managers and effective labour scheduling risk management

Whilst at the same time

- Looking after the interests of the **company's shareholders**
- **Expanding the infrastructure** of the business to promote growth
- **Diversifying through investments** to reduce costs on jobs being progressed
- Managing the **overhead departments** effectively

Measuring Performance

The performance of each team each round is measured by **Key Performance Indicators.**

Measuring Performance

Assessing performance Help

KEY PERFORMANCE INDICATORS | PERFORMANCE SUMMARY

CLICK ON THE DATA IN A COLUMN TO SEE HOW THE SELECTED KEY PERFORMANCE INDICATOR WAS CALCULATED

End of period	Status	Year/qtr	Turnover	Gross profit to Turnover	Operating Profit to Turnover	Company Value	Capital Employed	Contract Completion	Forward Workload	Forward Margin	Share Price	Client Satisfaction	Total
4	History	2024 (Q4)	40	170	120	170	130	80	70	100	70	50	1,000
5	Early Years	2025 (Q1)	56	174	167	183	159	109	118	169	78	74	1,287
6	Early Years	2025 (Q2)	65	186	190	195	174	109	120	170	72	103	1,384
7	Early Years	2025 (Q3)	81	200	223	218	189	119	125	170	75	122	1,522
8	Early Years	2025 (Q4)	90	209	240	236	202	160	149	183	82	155	1,706

During the competition, each team's performance relative to each other is displayed on a league table published at the end of each round, which only shows the overall KPI score of each team.

Morgan Sindall Group Competition 2025

TEAM LEAGUE TABLE

At the end of period 8 (Early Years)

Position	Name	Sponsor	Location	Total KPI	Improvement	PERIOD MOVEMENT From	PERIOD MOVEMENT Change
1	TEAM 4	Morgan Sindall Group	Various	1,706	12 %	2	1
2	TEAM 2	Morgan Sindall Group	Various	1,666	9 %	1	-1
3	TEAM 10	Morgan Sindall Group	Various	1,598	7 %	3	0
4	TEAM 9	Morgan Sindall Group	Various	1,596	14 %	7	3
5	TEAM 7	Morgan Sindall Group	Various	1,590	15 %	8	3
6	TEAM 1	Morgan Sindall Group	Various	1,503	2 %	4	-2
7	TEAM 5	Morgan Sindall Group	Various	1,497	5 %	6	-1
8	TEAM 6	Morgan Sindall Group	Various	1,436	-1 %	5	-3
9	TEAM 3	Morgan Sindall Group	Various	1,328	5 %	10	1
10	TEAM 8	Morgan Sindall Group	Various	1,279	-7 %	9	-1

Where Enginuity Has Been Used

COMPANY	PROGRAMME
AECOM	Graduate Development Programme
Arcadis	Graduate Development Programme
Arup	Graduate Development Programme
Balfour Beatty	Emerging Talent + Development Programme
Bechtel	Leadership and Business Management ECH Training
Costain	Graduate Development Programme
Laing O'Rourke	Cadet/Graduate Development Programme
Mace	Management Training Programme
Mercury Engineering	Graduate Development Programme
Morgan Sindall	Graduate And Emerging Talent Programme
Turner & Townsend	Management Development Programme
White Young Green	Graduate Development Programme

Showcase

Graduates and emerging talent from **Lovell, Morgan Sindall Fit Out and Morgan Sindall Construction & Infrastructure** took part in their annual career development **ENGINUITY** Competition, testing and developing their team working, commercial acumen, decision making, problem solving, data analysing and planning skills by putting them in the 'hot seat' running their own global construction contracting business.

10 teams took part in the Competition, which took place over 2 days in February 2025 at the Drayton Manor Hotel.

Testimonial

Mark C Sweeney

Head of Learning & Development

Stantec

UK & Ireland

Enginuity provides a virtual challenge to grow a fledgling construction business that has global ambitions. Participants work in teams of up to six people who make business decisions in the face of real world economic, political and environmental challenges.

As a participant and sponsor of Enginuity at Stantec since 2010, I would say it provides a wonderful and fun learning opportunity that :-

- Can enhance your skills in communication, leadership and team building (working live and remotely / virtually), all whilst developing your business acumen
- Mimics how multi-disciplinary teams work together and so often remote from one another

What gives Enginuity an edge over other learning experiences is the : -

- Competitive nature of it which drives individual and team improvement
- Feedback loop provided every week on the set of business decisions made

Each team will feel both pressure and excitement at the publication of a weekly league ladder, and the progressive nature of the challenge allows : -

- Salutary lessons to be learned and improved upon week to week
- Teams to celebrate success encouraging them to push further their strategic thinking

How It Works

UP AND RUNNING

(Pre Competition)

- Participants **split into teams**, and registered for the competition
- **Instructions, information and data** emailed to the teams to get them up and running
- Teams install the software, and have some time to practise learning how to play Enginuity, know as **trialling**
- Full **7-day support**, with detailed feedback given to the teams

THE COMPETITION

(Local or Remote)

- A number of rounds played against computer-simulated rival companies, known as the **Early Years**
- A number of rounds where the teams compete directly against each other, ‘head to head’, known as the **Later Years**
- **Assessment** in a number of ways, such as presentations or business performance reports
- **Feedback** to review progress, strengths and weaknesses, and what has been learnt

Further Information

Further detailed information can be obtained from the website at:

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or by e-mail

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or by contacting in the first instance

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