

Lesson 7 — Final Simulation

Session 7 of 8 | Duration: 60 min | Artifact: Unassisted 4-min recording + L7 score

Purpose

Unassisted final performance, same conditions as L1. This is the "after" measure that produces each learner's grade.

Phases

Time	Phase	Trainer does
0:00–0:05	Frame	State this is the final run. Same conditions as Lesson 1. No help. Language bank hidden.
0:05–0:15	Read the case	New case (below). Silent reading, 10 minutes. No questions on language.
0:15–0:55	Silent prep + reports	5 min prep, then each learner records 4 min. No interruptions, no help. Language bank not on screen.
0:55–1:00	Close	Thank learners. Save recordings for scoring. Mention the L8 format: scores revealed, capstone on a real program.

Scripted teacher language

"Same rules as Lesson 1. 10 minutes to read, then 4 minutes to report."

"Language bank is not on screen today. No language help. No structure reminders. You know the shape by now."

"Stay on camera as group leadership for each other. No interruptions."

Case — shared by all learners

Program: Hammayah — Al-Ula heritage and tourism leadership program — Phase 2 quarterly review.

Funder: Royal Commission for AlUla (RCU). Joint review audience.

Audience: Maximus group leadership (Managing Director, regional VP, finance lead, group programme director) plus RCU programme director and RCU strategy lead.

Period: Q4 2025 quarterly review. Phase 2 graduates Q1 2026.

Performance against targets.

- Phase 1 cohort: 60 trainees graduated (Q1–Q2 2024) against an enrolment target of 60. On target.
- Phase 1 satisfaction at exit: 92% (against ≥85% target). Significantly above.

- Phase 1 career advancement at 12 months post-program: 30% reported a promotion or expanded role (against a 50% target). Significantly below.
- Phase 2 enrolment: 45 of 45 (target met).
- Phase 2 mid-program attrition: 4 of 45 (9%, against ≤10% target). Within target.
- Phase 2 satisfaction at mid-point pulse: 88% (against ≥85% target). On target.

Forward outlook. Phase 2 graduates Q1 2026. Phase 3 enrolment under negotiation with RCU — proposed 60 trainees, scoping in progress. RCU has flagged the Phase 1 advancement metric in the last review and asked for a formal explanation before approving Phase 3. Three of six senior instructors have not yet been recontracted for Phase 3. Heritage-authority partner has shifted scope, reducing post-program placement opportunities for graduates by an estimated 12 roles per cohort.

Risks.

- RCU renewal decision Q1 2026: the Phase 1 advancement metric is the central question. No renewal = no Phase 3 contract.
- Phase 3 instructor headcount: 3 of 6 senior instructors not recontracted. Lead time to onboard new senior instructors is 8–12 weeks.
- Heritage-authority scope shift: post-program placement opportunities reduced; threatens the advancement metric directly in Phase 2 outcomes.
- Phase 1 advancement gap unexplained: external evaluation has not been commissioned; internal hypothesis (employer-side promotion timelines) unverified.

The report: Present a 4-minute monthly program report to leadership.

After the session

Score each learner's L7 recording using the scorecard. Calculate the L1 → L7 delta and the grade band. Do not share results with learners until L8.

Between-session work

Each learner brings their real upcoming report to L8 — one they'll actually deliver to leadership in the next 30 days.

Artifact

Unassisted 4-min recording per learner + L7 score sheet. Save as
MAX_[Branch]_[LearnerID]_GroupReport_L7_YYYY-MM-DD.

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