

Case Study 2: DemRes, City of Drais and micromobility

In this simulation students play the role of policy evaluation professionals at a fictional research organisation (DemRes), which has received an invitation to tender for a policy evaluation project. The DemRes Policy Evaluation Unit has to meet to decide whether its expertise fits the project, and which research group to select to prepare the response.

The Scenario

The simulation takes place during a 50 minutes lecture slot in Week 8 and brings two seminar groups (around 35 students) together. The simulation is then evaluated in each of the seminar groups following the simulation separately. Students will receive an info letter about the simulation as part of their preparation material in the first week of the course.

The organisation's policy evaluation unit is organised around three research clusters, each with expertise in a particular method and approach to policy evaluation. The unit has recently been restructured. It is headed by a management team. Students know that they will be allocated to groups, and that during the simulation time, the groups will be holding their meetings to prepare for and then compete for getting the project of submitting a bid for the Call for Tender.

All relevant preparation material, including the Call for Tender, and the schedule of the meeting are contained in a 'Meeting Information Pack'. The research organisation's HR team is running an internal "research award" competition and will give one team (research or management team) a 'best practice' award for the inclusiveness of their decision-making and quality of the arguments put forward during their work at the end of the session.

The twist will be that a Communications error will be revealed after 20 minutes: some important updates to the CfT document had been known the organisation but had not been communicated to the policy evaluation unit. The deadline is now in two days, so the policy evaluation unit must decide now which team to allocate the task to.

Timetables

Below are the timetables for one of the research clusters; the management team and the HR team.

Appendix

Behavioural Insights Stream Meeting Agenda

Meeting Objective

To decide whether PEU will respond to the Invitation for Tender from City of Drais and if so, select the research stream to prepare the response.

Meeting Agenda

1. Share and discuss your ideas for a Behavioural Insights evaluation study to respond to the City of Drais' Call for Tender

Timing: 10 minutes: 10:05-10:15 am

- Refer to Documents 2.1. "Call for Tender" and 2.2. "Background Information" in the Meeting Information Pack

2. Prepare a short presentation (4 minutes pitch) for the Policy Evaluation Unit plenary meeting at 10:25

Timing: 10 minutes: 10:15-10:25

- Need to consider why the Behavioural Insights team should be picked to prepare a Tender for DemRes

3. Policy Evaluation Unity plenary meeting: Short presentations (4 minutes per group)

Timing: 15 minutes: 10:25-10:40 am

4. Internal team debrief (whilst Management Team decides which stream to select)

Timing: 10 minutes: 10:40-10:50 am

- Refer to Document 3 "Better Meeting Tools Newsletter"

5. Announcement of Management Team decision and of HR Excellence Award winners

Timing: 10:50-10:55

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Dr Charlotte Haberstroh, LSE Department of Government.

Important note: Excellence Award

Throughout the event, members of the HR team will be observing your group meeting. This is part of the HR team's responsibility within the organisation: to ensure that all teams are appropriately resourced and working efficiently. At the conclusion of the meeting they will award one team the **"Excellence Award"** on the basis of inclusive decision making and the quality of the team's analysis.

HR "Excellence Award" Team

Agenda for the Policy Evaluation Unit "Excellence Award" Observation Session

The HR "Excellence Award" team is evaluating the DemRes Policy Evaluation Unit on 10.03.2020 from 10:05 am. This is part of the HR team's responsibility within the organisation: to ensure that all teams are appropriately resourced and working efficiently. At the conclusion of the meeting they will award one team the "Excellence Award" on the basis of inclusive decision making and the quality of the team's analysis.

1. Observation of research and management teams' planning sessions

Timing: 20 minutes: 10:05-10:25 am

2. Observation of Policy Evaluation Unit plenary session

Timing: 15 minutes: 10:25-10:40 am

3. Deliberation and decision on HR Excellence Award

Timing: 10 minutes: 10:40-10:50 am

- These will take place outside the meeting room. More information available on the day.

4. Announcement of Management Team decision and of HR Excellence Award winners

Timing: 5 minutes: 10:50-10:55

PEU Management Team Meeting Agenda

Meeting Objective

To decide whether PEU will respond to the Invitation for Tender from City of Drais and if so, select the research stream to prepare the response.

Meeting Agenda

1. Discuss the merits of applying for the City of Drais' Call for Tender.

Timing: 10 minutes: 10:05-10:15 am

- Refer to Documents 2.1. "Call for Tender" and 2.2. "Background Information" in the Meeting Information Pack
- Where does this place within DemRes' strategic vision? Why is it important that DemRes' wins this call for tender? Which research stream do you think is best placed to fit this ambition?

2. Coordinate with colleagues in the research streams

Timing: 10 minutes: 10:15-10:25 am

- Get an overview of their progress and their projects. Ensure transparent communication of your evaluation criteria. Be present to answer any questions they may have.

3. Policy Evaluation Unity plenary meeting: Short presentations (4 minutes per group)

Timing: 15 minutes: 10:25-10:40 am

4. Decide which stream is best suited to prepare a response to the City of Drais Tender

Timing: 10 minutes: 10:40-10:50

5. Announcement of Management Team decision and of HR Excellence Award winners

Timing: 5 minutes: 10:50-10:55

Important note: Excellence Award

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