

„Burghausen - the first female Wacker team reaches the semi-finals in competition with 51 other teams from different companies “

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For a number of years now the **MARGA business simulation** has been used by the Wacker management as an integral part of its executive staff development program. As part of this program Wacker was offered an additional starting place for a team in the online competition.

Five former participants in the Munich **Cross Mentoring Program** for women executives were given the possibility to take part as the 'Wacker Cross Team'. At the first attempt the participants from different areas of the company and business divisions reached the semi-finals, which ensured them great respect at Wacker as the first successful purely women's team. Teams consisting only of women are a rarity in the MARGA business simulation.



F.l.t.r.: Corinna Müller, Iris Lengfellner, Evelyn Ecker, Dr. Birgit Schwab, Dr. Jessica Hain

In preparation for the simulation the Wacker Cross team participated in two **web training modules** on 'Strategic and operational controlling' and 'Value-based investment planning'. These modules were studied individually by the participants and proved very helpful for the competition.

In the test round the team decided against allocating the different functions or divisions of the MARGA company to individual participants, even if joint planning would involve considerably more time. **Dr. Birgit Schwab states:** *"We decided on this approach, because the members of the team had a chemical/technical or supply chain background, and none of us came from the areas of Controlling/Finance or HR. It was our aim to acquire the necessary expertise together and to analyze the consequences of the decisions we made within the business simulation."*

Evelyn Ecker assumed responsibility for the team and explains her role as follows: *"As the team leader it was especially important for me that all the decisions should be taken by the team as a whole. However, the team members also had the opportunity to contribute their own plans and then develop them together within the team."* This strategy of shared planning was retained by the Wacker Cross team right up to the end of the competition. **Iris Lengfellner** adds: *"For each of the 15 planning cycles this meant that we had to invest 5-6 hours' time. Because the deadlines for submission were very tight, we were under significant time pressure, above all during the holiday period."*

The Wacker ladies are very proud of the fact that they qualified for the semi-finals out of the total of **52 teams** which participated in the various rounds of the competition. **Verena Lenssen, Marketing Manager and tutor at MARGA Business Simulations,** states: *"The participants in our MARGA Industry simulations are often engineers, technicians and scientists wishing to improve their knowledge of management operations, and most of them are men. We are delighted that this enterprising team of ladies from our long-standing customer Wacker managed to achieve such success in the MARGA Online Competition."*

Looking back on the simulation **Dr. Jessica Hain** says: *"For our team participation in the competition was an exciting challenge, which enabled us to look well beyond our daily work and promoted a high level of entrepreneurial thinking. In addition to the management experience which we gained it was also fascinating to work in a team consisting only of women, especially as this tends to be unusual within a corporation."* *"In our ladies' team we established a structure in which everyone was equal, which normally enabled us to reach agreement on matters very quickly,"* adds **Corinna Müller.** Accordingly this experience, too, was perceived as enriching by all members of the team.