

Integral and spiral dynamics theory and its applicability in capsim business simu...

[Business](#)



**ASSIGN
BUSTER**

Integral and Spiral dynamics theory and its applicability in Capsim Business Simulation The Capsim business simulation emphasizes on the need to learn by doing. In order to facilitate this objective, it strives to provide a learning environment which is based on interactive online simulations to ensure learning across a broad spectrum of participants and timeframes. As per Capsim, the learning process is more effective when a competitive environment creates an emotionally charged atmosphere. This encourages participants based upon an enhanced emotional involvement to enquire and retain information in a more holistic manner (Capsim, 2012). The aim is to create a learning environment at both individual as well as organizational level (Morgan, 2006).

The above approach at Capsim can be adopted in a more effective way by developing systems and approaches to learning based on the concepts of Integral Theory and Spiral dynamics.

Spiral dynamics theory establishes a bio, psycho and social understanding of how human beings collectively respond to their living conditions and the way these responses help the emergence of new value systems which are latent and collective in nature. The new value systems are better equipped to deal with the new living conditions. This leads to spirals of new thinking systems or value systems which encompass the concerns of earlier systems. The Learning principles and the resulting culture at Capsim Business Simulation, is in consonance with the principle of spiral formation of new value systems that emerge out of the new and challenging business problems and situations.

The Various stages of Capsim Business Simulation experience encompasses

the principles of Integral theory as well. The integral life theory attempts to embrace an approach which includes "as many perspectives, styles and methodologies as possible within a coherent perspective of the topic" (Wilber, 2000). The Business simulations at Capsim present a credible need for such an all embracing approach to business problem solving in terms of the varied focus of its approaches and the required flexibility to run a business in a competitive decision making environment. The various dimensions of reality in the integral life theory as applied to business simulations present the four quadrants of psychological insights and cultural beliefs. These four dimensions are represented by " I", " we", " it" and " its". These dimensions are all encompassing, however it is to be noted that as per this theory, the problems specific to a particular dimension are not to be viewed through another dimension as it s gives a distorted view of the problem at hand.

References

Capsim. (2012). Capsim. Retrieved May 29, 2012, from Capsim Business Simulations:

<http://www.capsim.com/business-simulations/homepage.cfm?CFID=1353697&CFTOKEN=33943994>

Morgan, G. (2006). Images of Organization. SAGE.

Wilber, K. (2000). Ken Wilber Online. Retrieved May 30, 2012, from http://wilber.shambhala.com/html/books/cowokev8_intro.cfm/