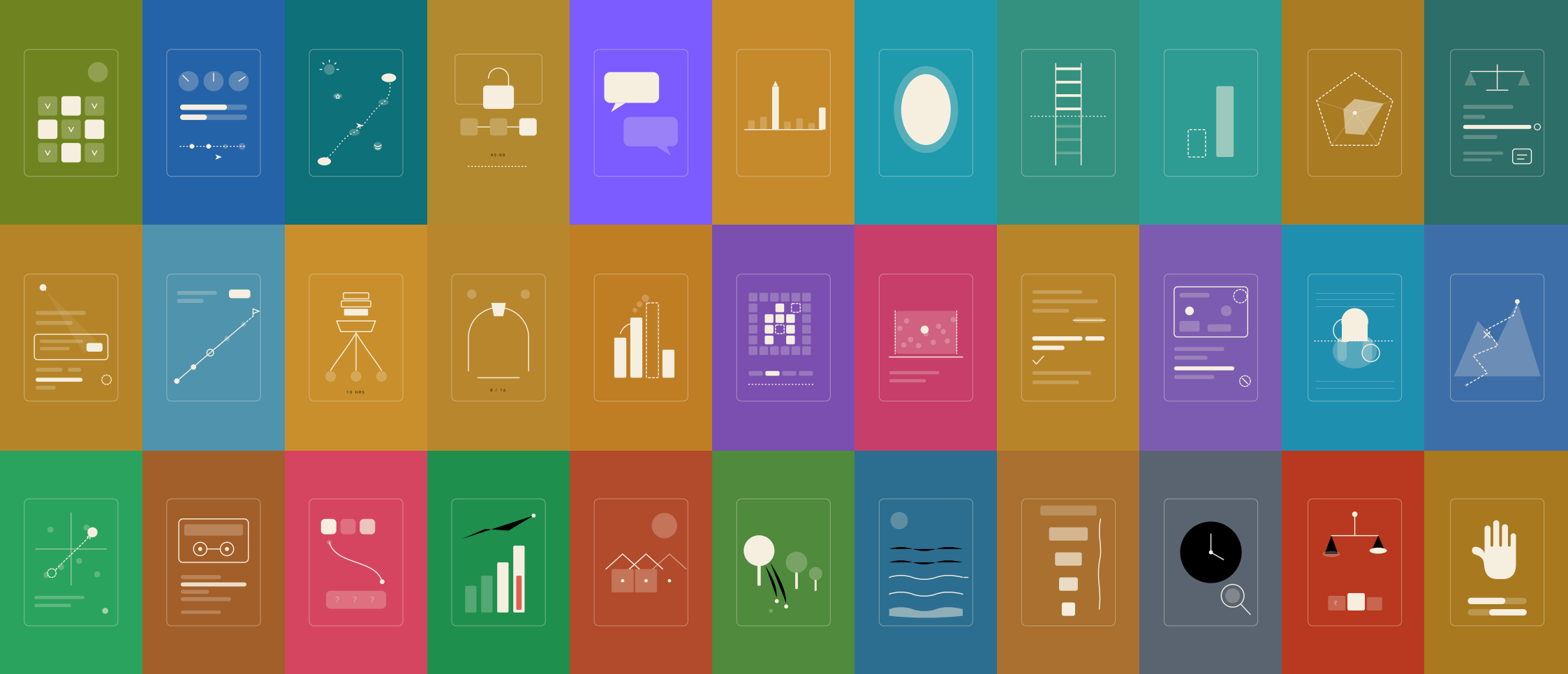




GB SIMS

Don't teach the lesson. Let the room live it.

The catalogue · thirty-three corporate learning games, A to Z

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

WHAT THIS IS

Short games you run in a workshop. Everyone joins from their phone and plays through a real workplace situation together. The lesson comes from what they do in the game, and afterward the room talks about it.

1

Everyone joins from a phone

No installs, no logins. The facilitator opens a room; the group scans in and plays together.

2

They live the situation

Each game is a real workplace moment played for real stakes, with the lesson hidden inside the play.

3

The room debriefs

What happened in the game becomes the conversation. The point lands because they lived it.

THE COLLECTION

Thirty-three games, A to Z

● 🙏 Atithi

● 😬 Blindspot

● 📼 Cassette

● ⚙️ Clockwork

● ⚡ Conflict

● 📷 Déjà

● 🏔️ Detour

● 🗝️ Escape

● 💬 Feedback

● 🟢 Greenlight

● 🏠 Guild

● 📠 Handoff

● 🔦 Hunch

● 🌳 IOU

● 🗣️ Jargon

● 🏢 Keystone

● 📦 Last Mile

● 🪞 Mirror

● ✨ Moments

● 📊 Noise

● 🏗️ Onus

● ⚖️ Pie

● ⚖️ POSH

● 🖐️ Quorum

● 🧭 Relay

● 🌾 So Farm, So Good

● 💧 Troubled Waters

● 🚢 Voyage

● 🍉 Watermelon

● 🪟 Window

● 🦠 X-Ray

● 🤔 You Know What I Mean

● 🏙️ Zone

Atithi

Cash flow is not profit

A small resort where the guest is god and the fixed bill fires every week, full house or empty. Serve everyone at any cost and you burn out. The creed, read right, was always about the host.

Cash flow vs profit

Financial literacy

Working capital

45 TO 70 MINS

atithi.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Blindspot

You think you would spot the trap.

You will fall for more than you think.

Twenty quick traps for the mind, one bias each. Answer innocent-looking questions on your phone; each reveal names the bias and shows the room's own numbers. Predict how many will catch you, then find out. Two worlds.

Cognitive bias

Unconscious bias

The bias blind spot

20 MINS

blindspot.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Cassette

Behavior is a decade you haven't lived.

Four generations read the same moment four ways. Decode what the "k👍" and the 11:52pm forward actually mean, then predict how the room will read them. Side A is the reaction. Side B is the decade underneath.

Multigenerational teams

Empathy across age

Perception gaps

25 TO 35 MINS

cassette.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Clockwork

Quality against the quota

A watch bench under a shipping target. Inspect each piece, find the fault a glance would miss, or make the number. Attention to detail is easy to preach and hard to hold when the clock runs.

Quality vs throughput

Attention to detail

Pressure and shortcuts

45 MINS

clockwork.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Conflict

Your profile says what you prefer. The day measures what you do.

The session for right after the Thomas-Kilmann assessment. One manager's brutal day, ten conflicts, the same five unlabeled moves each time, and more range demanded than any one style has. Nine worlds.

[Conflict modes](#)[Behaviour vs preference](#)[Situational flexibility](#)

25 MINS

conflict.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Déjà

You were there. Ask your memory.

A memory appears once: a picture, a notice to read, an announcement to hear, or a room where things happen. Then the questions come, and with every answer you say sure or not sure. Being wrong is free. Being sure about a thing that was never there is the game.

Memory & recall

Leading questions

Party energiser

15 TO 35 MINS

deja.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Detour

The plan is made at basecamp.

Everything true happens on the way.

A night expedition where the shop sells you a beautiful plan, then the mountain changes mid-climb. What the game quietly measures about each climber becomes the reckoning. VUCA, without the slides.

Adaptability

Sensing over planning

VUCA

20 MINS

detour.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Escape

The clue was on the board. Someone had to say it out loud

A team sealed in a room, a clock burning down. Inspect objects, pin what you find to a shared board, and chain the clues into real puzzles. Solve your way out, or your way in to stop what must be stopped.

Sharing what you know

Collective problem-solving

Speaking up

45:00

.....

45 MINS

escape.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Feedback

Good feedback is contextual

Giving feedback that fits the person: the same words land differently for a report, a peer, your boss, or a client. Each situation, you pick when to say it, what to name, and how. Solo, pairs, or panel.

Giving feedback

Specific over vague

Reading the moment

25 MINS

feedback.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Greenlight

The org chart is not the map.

You have the idea and no authority. Six weeks of conversations to win a committee of eight, each wanting something the org chart does not show, before the vote. Read the room right, because the org chart is lying to you.

Influencing without authority

Stakeholder mapping

Currencies of exchange



SCAN TO PLAY

30 TO 40 MINS

greenlight.gbsims.com

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Guild

Everyone painted correctly. That was the problem.

One shared pixel canvas, one commission the room paints together, and the precise frustration of cross-team work engineered onto it. A second mode sets rival guilds loose on the same wall.

Silos

Single source of truth

Cost of conflict

20 MINS

guild.gbsims.com

SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Handoff

Delegation: the when, the whom, and the how

A solo, multi-week delegation sim. Each week your inbox overflows; for every item you keep it, hand it off, or let it go, and choose to whom and how closely. The weeks compound. Newsroom world, reskinnable.

Delegation

When and to whom

Letting go



10 HRS

20 MINS

handoff.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Hunch

Trust it. Except when you shouldn't.

Asks arrive with a solution already attached. Answer fast for free, or spend minutes asking questions against a real deadline. Every answer carries a confidence level, and the day grades it.

Decision quality

Confidence calibration

Problem vs solution

60 TO 75 MINS

hunch.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

IOU

Generosity is positive sum

A valley of orchards and a common grove nobody owns. Keep your seed, or give it over the fence, and the valley answers in its own time. The happy one: no trap, and the good years were never luck.

Positive-sum thinking

Reciprocity

Abundance vs scarcity



SCAN TO PLAY

45 TO 70 MINS

iou.gbsims.com

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Jargon

You reach for jargon more than you think.

A write-and-vote party game about plain speech. Everyone explains a prompt at once while the app blocks the words you can't lean on, then the room votes for the clearest. Say it with no jargon, in only small words, or decode the buzzwords.

Plain communication

Curse of knowledge

Party energy



SCAN TO PLAY

20 TO 30 MINS

jargon.gbsims.com

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Keystone

Complex problems are webs, not lists

A solo, timed analytical case. Study the data, pick a site, and assemble eight systems whose constraints all interlock. Failed guesses cost you and lock your console, so it rewards verification, not speed.

Systems thinking

Constraints as webs

Interdependencies

8 / 16

20 MINS

keystone.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Last Mile

The bullwhip effect

A line of stockrooms passing orders up a chain nobody can see the end of. A small wobble in demand becomes a whip crack upstream. What you cannot see, you overreact to.

The bullwhip effect

Supply-chain dynamics

Information delay

40 MINS

lastmile.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Mirror

Receiving feedback is the harder half

Taking feedback well, the half no one teaches. It lands on you, and you choose how you react, how you dig in, and what you keep. The skill is staying open and discerning, not just accepting. Sixteen worlds.

Receiving feedback

Defensiveness

Growth mindset

25 MINS

mirror.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Moments

You do not get told who matters

Client centricity, one customer at a time. You care for someone easy to overlook, reading them moment by moment and giving the right touch, not the most. Six worlds.

Client centricity

Moments of truth

Prioritising who matters

25 MINS

moments.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Noise

The disagreement you never see.

A judgment game about scatter. Everyone rates the same case alone: a sentence, a payout, a hire. Then every call lands on the scale at once, and the spread is the noise. Predict-then-reveal, the sibling to Blindspot's bias.

Judgment noise

Decision hygiene

Predict-then-reveal

20 TO 30 MINS

noise.gbsims.com

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS



SCAN TO PLAY

Onus

The excuse is true. It was never the point.

Personal accountability under fire. One rough stretch, ten setbacks, and every one hands you a valid excuse. At each you pick a rung: own it, or blame, excuse, and wait below the line. Ten worlds.

Personal accountability

Ownership vs excuses

The accountability ladder

20 MINS

onus.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Pie

Most deals are not a fixed pie

A spice mandi. You haggle multi-issue deals across the aisle, each side holding a private payoff sheet. Trade away what you care less about for what you care more about, and the pie grows.

Integrative negotiation

Expanding the pie

Interests vs positions



SCAN TO PLAY

75 TO 90 MINS

pie.gbsims.com

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

POSH

Where the line is, and what you would do about it.

Everyone judges the same workplace moment anonymously, then the room's split goes up, then the Act's answer. India's POSH law as a game: three audiences, four workplaces, no lectures.

POSH awareness

Bystander action

IC procedure

45 TO 60 MINS

posh.gbsims.com



SCAN TO PLAY

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Quorum

Awareness is not immunity

A live vote on everyday calls, taken in earnest. The reveal shows the room what actually moved its hands, and it is not what anyone believed. Even a warned room cannot fully resist it twice.

Framing effects

Priming

Awareness vs behaviour

30 TO 45 MINS

quorum.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Relay

The fix is never on your own panel

One live machine, six stations, everyone's hands on it at once. Power and strain are shared, and whoever sees trouble first holds no controls. Six worlds, from a starship to an ER to a mountain.

Interdependence

Cross-team diagnosis

Situational awareness



SCAN TO PLAY

25 TO 40 MINS

relay.gbsims.com

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

So Farm, So Good

A season is a portfolio of bets

A team shares one nine-plot farm, a big loan, and two years on a live clock. Every plot is a bet, cheap and fast or dear and slow, and the upkeep bill lands whether you planted or not. Then the weather turns.

Portfolio thinking

Risk vs return

Fixed costs bite

60 MINS

farm.gbsims.com



SCAN TO PLAY

DESIGNED & DEVELOPED BY GENTLE BAMBOO SOLUTIONS

Troubled Waters

The tragedy of the commons

A shared reservoir, one dry season, and every farmer drawing what they need. Each choice is reasonable. The water still runs out. Felt in your own hands, not read in a case study.

Tragedy of the commons

Shared resources

Short vs long term



SCAN TO PLAY

45 MINS

waters.gbsims.com

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THE MISSING LETTER

U

The one piece that was never on a shelf.

The whole alphabet, A to Z, and one letter still dark. There is no game for U.

There was never going to be.

The U is **you**. The facilitator who reads the room, the person who turns a game into a moment. The games are only ever the setup. You are the reason any of it lands.

A TO Z. NOW IT'S COMPLETE.

Voyage

Information is the cheapest thing on the shelf

One crew, one ship, one purse, an open chart.
Provision a hold that cannot carry everything, argue the route, and meet pirates and storms with the odds on the card. One captain commits; everyone advises.

Decisions under uncertainty

Value of information

Contingency planning

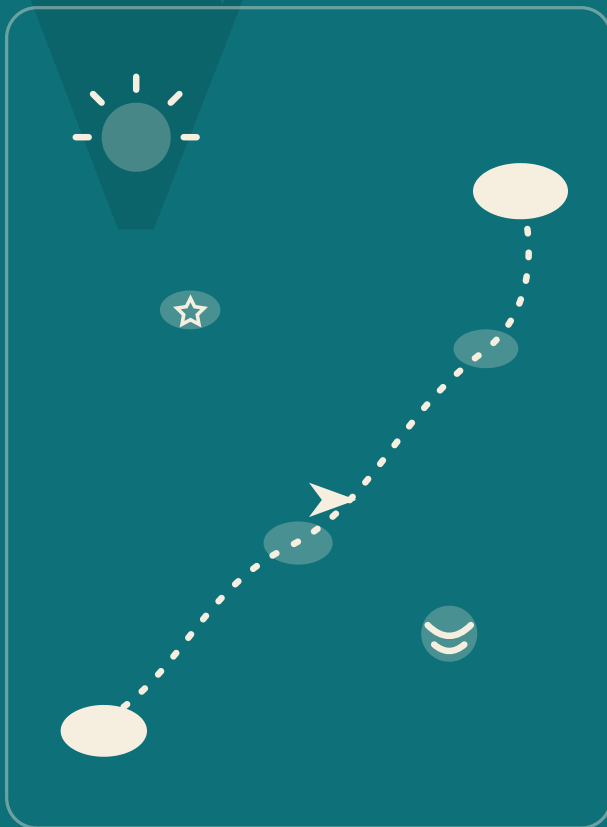
45 TO 60 MINS

voyage.gbsims.com



SCAN TO PLAY

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Watermelon

When a measure becomes a target

Ten hours a week, split between the real work and looking busy. The dashboard rewards the wrong one, and crowns the wrong person on schedule. Green on the outside, red on the inside.

Goodhart's law

Metrics vs outcomes

Gaming the target



SCAN TO PLAY

45 MINS

watermelon.gbsims.com

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Window

The window doesn't care about your plan.

A journey of decisions toward a goal you may choose not to reach: Everest, a Moon landing, a startup, a monsoon season, a film, a caravan, and more. Your gut is free; looking closer costs. The guide flags every call, and disagreeing out loud is the point.

Fast vs slow thinking

Judgment under pressure

Skinnable campaigns

45 TO 60 MINS

window.gbsims.com



SCAN TO PLAY

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X-Ray

You pay the most for the calls you make before you're sure.

A phone-and-projector party game. A subject scans in on the big screen and the room races to name it before it comes into focus; the sooner you dare, the more it scores. Sometimes two overlap and you call both.

Snap judgment

Reading partial signal

Party energy

20 TO 30 MINS

xray.gbsims.com



SCAN TO PLAY

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You Know What I Mean

Shared context is built, not found

Say a workplace moment in five emojis; your partner picks what you meant. Conventions form, and then the game shows the room what every new hire feels. The opener: cute, fast, and sharper than it looks.

Shared context

Communication gaps

Curse of knowledge



SCAN TO PLAY

20 TO 35 MINS

ykwim.gbsims.com

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Zone

*Chase the number and the town bills
you for everything you ignored*

The whole room builds one 3D town from their phones. Works bring jobs and smog, homes need power and clean air, roads or gridlock. Chase the resident goal alone and the systems you ignored quietly empty it out.

Systems thinking

Second-order effects

Hidden trade-offs

20 MINS

zone.gbsims.com



SCAN TO PLAY

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GET IN TOUCH

Bring GB Sims to your team. Get in touch to run a session or license the platform.

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