

oxyor.simulations



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- Participants are having fun while learning by doing

- **All simulations run via internet**

- User friendly interface

- Up to 100 participants, from around the world, in one session

- **Sessions can be done in one hour**

- No facilitators physically needed on location

- Online tutorials and videos available

- **Tailored scenarios possible**

- Comprehensive debriefs on an individual level

- **Scenarios for different skill levels**



Why use our simulations

"Learning by doing" is Oxyor's key motto and our simulations are perfect examples.

Realistic

Each of Oxyor's simulations is built to be a mirror of reality. They are educational and competitive, as well as fun and engaging. In a realistic environment, you can explore different strategies and experience the consequences of your actions and decisions. Our simulations can be tailored to your specific needs. We offer you the possibility to include your own specific learning objectives. All our simulations are designed by the best subject experts and practitioners, which ensures that the simulations are not only realistic, but also cutting edge.

Educational

Each of our simulations have a unique debriefing function which gives you the opportunity to analyse your actions over time, explore areas of improvement and adjust your behaviour where needed. Our simulations are excellent tools for training purposes as they focus not only on your end-result, but also on your behaviour and thinking processes during a simulation. In a debriefing session following each simulation we analyse your quantitative result, as well as have a qualitative discussion about your activities during the simulation. This way we can easily identify your strengths and improvement areas. Some simulations require intensive team work from which you can learn from others' strengths and weaknesses. The simulations give you a better understanding of the topics explored and create a higher value for your investment made in learning.

Entertaining

All our simulations are fun and entertaining, partly because they include a competitive element. If you, as a representative of an organisation, want to give your clients or employees hands-on experience in various activities of a financial institution, using our simulations is your best solution. Our simulations are ready to use with relatively little preparation for the users, including those users without any prior knowledge of the simulation topic. Your clients or employees can gain experience of the work environment in a financial institution in a fun, entertaining and competitive way.

Whether using our simulations for training, evaluation, awareness, or just for fun, all users will find the experience to be rewarding.



Trading simulation

Description

Market Trader puts you in the seat of a trader in a dealing room. You have to monitor the markets and act on news and price changes, as well as give two-way prices and manage risks.

During the simulation, you experience the stress, continuous demands, fast needed action and disappointments of a typical trading day. You will be required to adapt your views and trading strategies when faced with changing market conditions.

You interact with other market players, both real (other participants in the same trading session) and fictive. You trade a pre-programmed scenario from an actual trading day. However, the scenario can be manipulated during the session in order to test various abilities of the individual participants.

The instruments which can be traded in the simulation are: currencies, equities, indices, commodities, bonds and fictitious instruments, or a combination of instruments.

Duration

During one trading session, normally lasting between one and two hours, a full trading day is simulated. The length of a session can vary depending on the experience of the participants. A session can also be stretched to multiple days in order to show the impact of overnight positions.

A first-time session typically requires either an hour of pre-simulation e-learning or a 30-minute presentation before the start of the actual trading session.

After the trading session, the instructor provides you and the other participants with both general (group) and individual feedback. The feedback session usually takes some 30 minutes.

A full Market Trader session - with preparation, trading and feedback - takes between two and three hours on average.

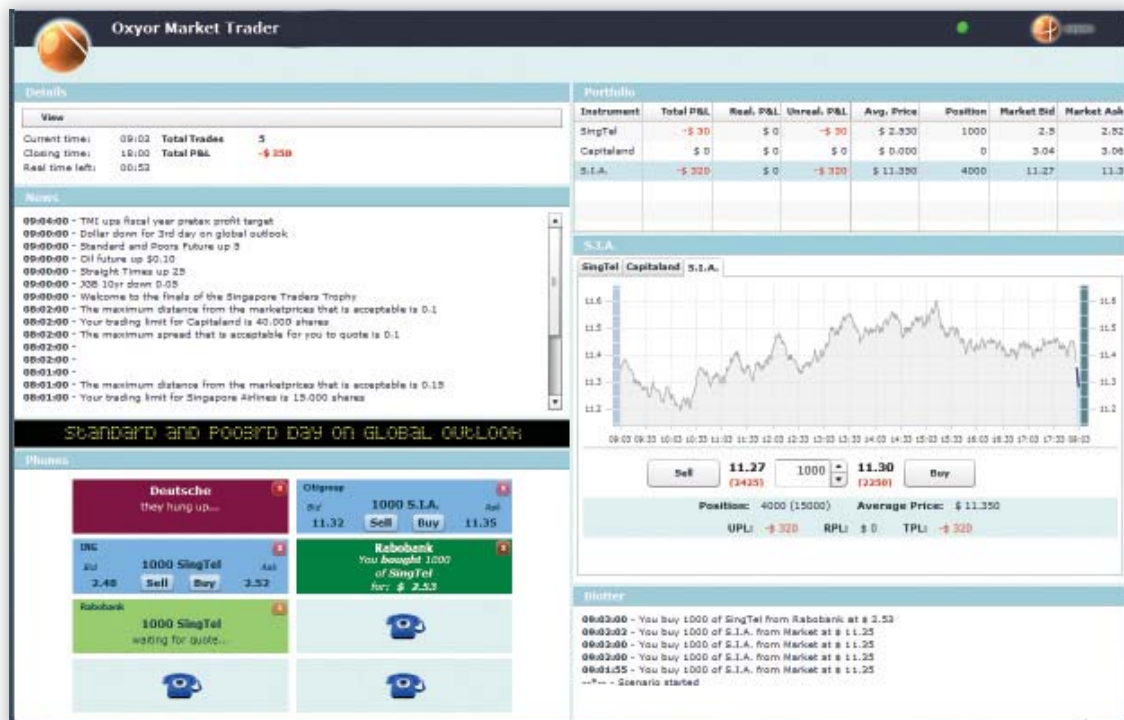
Key issues covered

- Dynamics of the financial markets
- Responses to client requests and changes in market conditions
- Risk management
- Liquidity handling
- Profit generation
- Trading strategies and styles of trading
- Handling of market emotions and arbitrage possibilities
- Technical and fundamental analysis

Evaluation

After each session, a debrief is conducted, including the following:

- Profitability
- Risk and liquidity management and risk profile
- Position(ing) compared to market movements
- Market awareness and reaction to news
- Client service, including response times, pricing accuracy and speed
- Trading style (e.g. market maker vs. 'market taker')



Option Trader[©]

Option trading simulation

Description

Option Trader puts you in the seat of an option broker. You have to monitor the markets and act on news and price changes. At the same time you have to give two-way prices as well as manage risks and holding levels. Specific for Option Trader is the inclusion of the 'Greeks' and market volatility information.

During the simulation, you experience the stress, continuous demands, fast needed action and disappointments of a typical trading day. You will be required to adapt your views and option trading strategies when faced with changing market conditions.

You interact with other market players, both real (other participants in the same trading session) and fictive. You trade a pre-programmed scenario from an actual trading day. However, the scenario can be manipulated during the session in order to test various abilities of the individual participants. Option Trader has many similarities with the Market Trader, but requires a basic understanding of options.

Duration

During one trading session, normally lasting around two hours, a full trading day is simulated. The length of a session can vary depending on the experience of the participants. A session can also be stretched to multiple days in order to show the impact of overnight positions.

A first-time session typically requires either one to two hours of pre-simulation e-learning or a 60-minute presentation before the start of the actual trading session.

After the trading session, the instructor provides you and the other participants with both general (group) and individual feedback. The feedback session usually takes 30-60 minutes. A full Option Trader session - with preparation, trading and feedback - takes between two and four hours.

Key issues covered

- Dynamics of the financial markets
- The 'Greeks'
- Responses to client requests and changes in market conditions
- Risk management
- Liquidity handling
- Profit generation
- Trading strategies and styles of trading
- Handling of market emotions and arbitrage possibilities
- Technical and fundamental analysis

Evaluation

After each session, a debrief is conducted, including the following:

- Profitability
- Risk and liquidity management and risk profile
- Position(ing) compared to market movements
- Market awareness and reaction to news
- Client service, including response times, pricing accuracy and speed
- Trading style (e.g. market maker vs. 'market taker')
- Managing 'Greeks' and volatility

Oxyor Option Trader

Details

View

Current time: 09:03 **Total Trades** 3
 Closing time: 15:30 **Total P&L** USD 130
 Real time left: 00:58

News

09:03:00 - Call rate firms up, bond prices recover
 09:00:00 - India 3-year QIS at 22-month high on rising risk appetite
 08:57:00 - India to sell Rs 80 billion T-bills on Aug 11: Central bank
 08:54:00 - QWB may not get any more funds from PSU
 08:51:00 - Strong Yuan good for India's trade with China: FICCI survey
 08:40:00 - Rupee gains 4 paise to 46.15/16 against US dollar
 08:45:00 - Dollar nears 13-year low vs yen, drops vs euro on jobs
 08:42:00 - S.Africa's rand hits four-month high, stocks down
 08:30:00 - Sterling hits 6-month high vs dollar after weak US data
 08:36:00 - Euro climbs above \$1.32 after US jobs data
 08:33:00 - Yuan ends up vs dollar, Central bank warns of hot money
 08:20:00 - Indian ADRs gain \$2 bn in a week
 08:27:00 - India Show in Johannesburg to push trade with Africa
 08:24:00 - Oil settles lower a third day on jobs slump
 08:21:00 - Further rise in edible oil prices on persistent demand

Phones

Hwatai
they hung up...

Margaria
1000 USD/INR Fut
Bid 46.90 Sell Buy 47.05

Handalabekon
1000 USD/INR Fut
Bid 46.84 Sell Buy 46.93

SecCen
1000 USD/INR Fut
waiting for reply...

Portfolio

Instrument	Total P&L	Real P&L	Unreal P&L	Avg. Price	Position	Market Bid	Market Ask
USD/INR Fut	USD 120	USD 0	USD 120	USD 46.850	-3000	46.8	46.95
45call6m	USD 0	USD 0	USD 0	USD 0.000	0	6.02	6.07
45put6m	USD 0	USD 0	USD 0	USD 0.000	0	5.98	6.03
40call12m	USD 0	USD 0	USD 0	USD 0.000	0	3.39	6.04
40put12m	USD 0	USD 0	USD 0	USD 0.000	0	5.98	6.03

Markets

USD/INR Fut 45call6m 45put6m 40call12m 40put12m

Sell **46.80** 1000 **46.85** Buy
 (4798) (4808)

Position: -3000 (10000) Average Price: USD 46.850
 UPL: USD 120 RPL: USD 0 TPL: USD 120

Blotter

09:02:17 - You sell 1000 of USD/INR Fut to Market at USD 46.86
 09:02:12 - You sell 1000 of USD/INR Fut to Market at USD 46.86
 09:02:02 - You sell 1000 of USD/INR Fut to Market at USD 46.95
 ... - Scenario started

Oxyor Option Trader

Security	Market Price	Position	Implied Vol.	Delta	Gamma	Theta	Vega	Rho
USD/INR Fut	46.70	11000		11000	--	--	--	52
45call6m	5.95	-350	33.21	-219	-10	5	-43	-1
45put6m	6.01	50	59.14	-19	1	-1	6	0
40call12m	5.94	30	--	--	--	--	--	--
40put12m	6.07	300	61.39	-90	3	-3	45	2
Total		--	--	10672	-6	2	9	52

Security	Underlying	Position	Implied Vol.	Delta	Gamma	Theta	Vega	Rho
USD/INR Fut	0.00	11000	0.00	11000	--	--	--	52
45call6m	46.70	-350	33.21	-219	-10	5	-43	-1
45put6m	46.70	50	59.14	-19	1	-1	6	0
40call12m	46.70	30	60.00	21	0	0	5	0
40put12m	46.70	300	61.39	-90	3	-3	45	2
Total		--	--	10693	-6	1	13	53



Portfolio management simulation

Description

Portfolio Trader lets you gain valuable knowledge and experience in the process and execution of portfolio management. You are given a certain (fictive) amount of capital which you can invest in a variety of securities. The goal is to maximise your returns while adhering to your clients' portfolio objectives and balanced trading risks. The online simulation uses real market instruments in a real-time environment.

You will get the opportunity to see which market theories work as you expected and what happens when a theory breaks down in practice. You will gain an in-depth understanding of market dynamics and create and follow (your own) market expectations as well as experience the emotions involved in managing a portfolio of real instruments in real time.

Duration

The simulation software is Internet-based and runs 'live' (either with a 15-minute delay or in real time) over a period of at least four weeks. The length of a session can vary considerably depending on the experience of, and time available for, the participants. A normal length is five to eight weeks.

A standard session would require either one hour of e-learning or a classroom presentation before the start of the simulation.

After a simulation session, the group feedback takes on average two hours. Individual feedback (partly given during a session), can range from ten minutes to two hours per participant depending on the required depth of coaching.

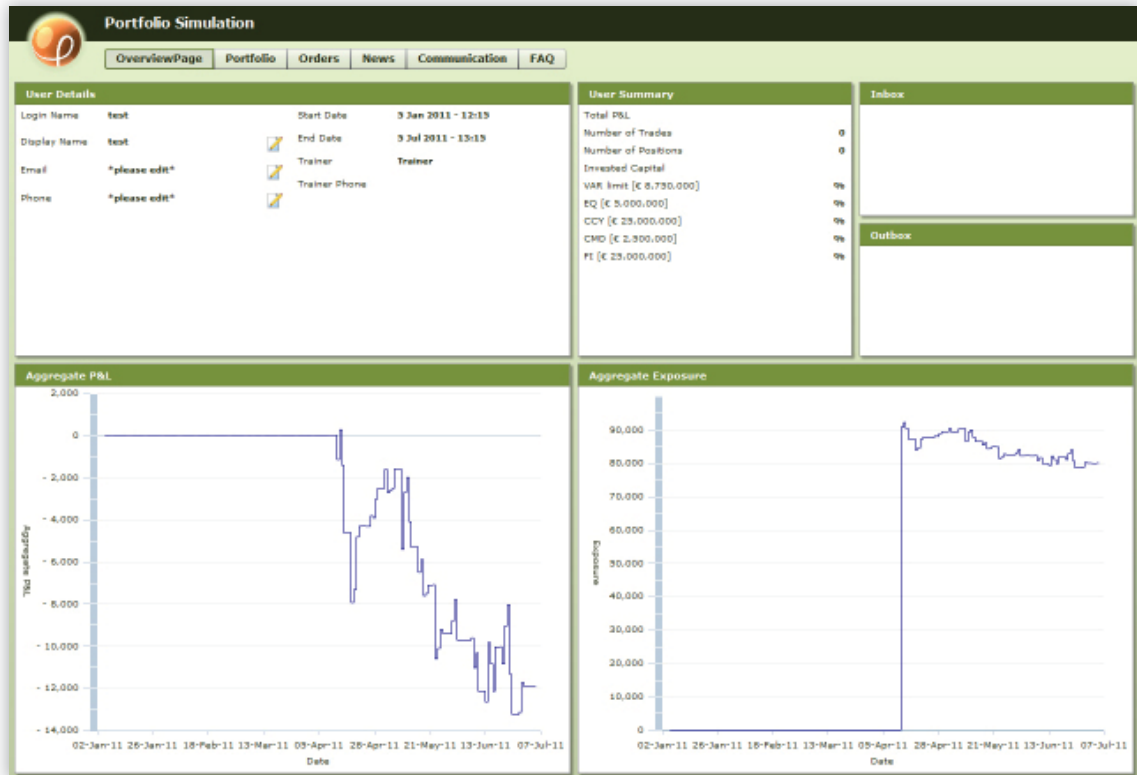
Key issues covered

- Active management of a portfolio of various instruments
- Risk and return appetites of clients
- Formulating of investing and trading strategies to build a balanced portfolio
- Establishment of risk parameters, trading limits and goals
- Selection of target instruments, sectors and companies
- Analysis of expected returns, volatility and portfolio 'fit' for each investment
- Instruments to hedge or leverage a position
- Realistic 'take profit' and 'stop loss' levels

Evaluation

The instructor will interact with you and the other participants by analysing your strategy and performance and give continuous feedback. During and after a session you are reviewed individually by an instructor on specific aspects including the following:

- Profit and loss (volatility)
- Risk management
- Identification of (own) trading styles
- Knowledge and awareness of market developments/products
- Reaction to news and market changes
- Liquidity management
- Fundamental and technical analysis



Portfolio Simulation

OverviewPage | Portfolio | Orders | News | Communication | FAQ

User Summary

Total P&L: **-€ 338,933**
 Number of Trades: 17
 Number of Positions: 13
 Invested Capital: € 20,777,892
 VAR limit [€ 8,730,000]: 39%
 EQ [€ 3,000,000]: 22%
 CCY [€ 23,000,000]: 78%
 CMD [€ 2,300,000]: 31%
 FT [€ 23,000,000]: 0%

P&L

VAR limit

Name	Class	Bid	Ask	Position	Position Value	Exposure Limit	Total Profit	Average Price
Procter & Gamble	SQ	€ 66.80	€ 66.82			€ 500,000		
British Airways	SQ	€ 1.5020	€ 1.5050			€ 500,000		
Siemens	SQ	€ 76.95	€ 76.97			€ 500,000		
Yahoo!	SQ	€ 16.23	€ 16.24			€ 500,000		
Citigroup	SQ	€ 28.44	€ 28.47			€ 500,000		
RBS	SQ	€ 0.2099	€ 0.2091			€ 500,000		
Marks & Spencer	SQ	€ 2.1550	€ 2.1570			€ 500,000		
Deutsche Bank	SQ	€ 30.10	€ 30.11			€ 500,000		
Euro-British Pound	CCY	€ 0.8228	€ 0.8229	10,000,001	€ 8,406,001	€ 10,000,000	-€ 164,754	€ 0.8771
ASML	SQ	€ 32.25	€ 32.27			€ 500,000		
L'Oréal	SQ	€ 82.14	€ 82.19			€ 500,000		
Randstad	SQ	€ 24.09	€ 24.12			€ 500,000		
ING Groep	SQ	€ 5.75	€ 5.75	500	€ 2,655	€ 500,000	-€ 376	€ 5.305
Swiss Franc-Dollar	CCY	€ 1.0698	€ 1.0700	975	€ 1,042	€ 10,000,000	€ 25	€ 1.0429
Elsevier	SQ	€ 8.94	€ 8.97			€ 500,000		
Dollar-Swiss Franc	CCY	CHF 0.9246	CHF 0.9248			CHF 10,000,000		
Nichelia	SQ	€ 47.98	€ 48.00			€ 500,000		
Euro-Dollar	CCY	€ 1.2028	€ 1.2029	1,000,000	€ 1,227,000	€ 10,000,000	-€ 55,479	€ 1.2224
AKZO NOBEL	SQ	€ 28.64	€ 28.68			€ 500,000		
Wal-Mart	SQ	€ 40.57	€ 40.58			€ 500,000		
Allianz	SQ	€ 76.70	€ 76.75			€ 500,000		
LaFarge	SQ	€ 28.14	€ 28.16	1	€ 47	€ 500,000	€ 6	€ 41.14
UK 10 Year GILT	FT	€ 116.05	€ 116.06			€ 2,500,000		

What our users say:

**Allard Jacobs,
CEO All Options:**

"This real-world simulation is the first in its kind and takes place in a time when the financial industry is changing. In this changing environment the role of market makers and liquidity providers is growing fast. Therefore we are pleased that the simulations have shown that the Netherlands has the talent to take advantage of these opportunities."

**Roy Kramer,
Nyenrode Business university:**

"We have used the simulations from Oxyor in our executive programmes. We and our participants are convinced that the simulations are an important tool to bridge the gap between the academic world and the actual day-to-day business. The software Oxyor provides is of extremely high quality, flexible and user friendly."

"We would highly recommend using Oxyor and its simulations for all your training."

**Duncan Niederauer,
CEO of NYSE Euronext:**

"Education and financial literacy are priorities at NYSE Euronext and we consider the simulations to be a great way to train young financial talent in preparation for a future career in finance."

**Steve Barnes,
Head of Trading, Standard Bank:**

"In the current financial markets, finding the correct people is essential. Banks are looking for people who not only make profits, but at the same time monitor their risk and treat their clients well. For this reason the simulations from Oxyor have been perfect to analyse and train new people for our business lines."

**Anja Ong,
First global winner of the Traders Trophy:**

"It was very stressful but a great experience. I didn't know anything about trading when I started and now I feel I have gained great understanding of investment banking."

The simulations in action

All our simulations can be either played over the Internet or in a closed network environment with limited technical requirements. The sessions can be played in a single-user or group environment giving you all the flexibility you need.

The simulations can be set up to have you and the other participants work in groups or individually. The latter being the most common in trading. If a simulation is played over the Internet, you and other participants from all over the world can log on from a classroom, from your homes or from your laptops. Through the administration console the instructor is fully in control and can communicate with all the participants.

The simulation delivery is also very flexible. There are online video tutorials and demonstrations available for the basics. If you want to facilitate a session yourself, maybe for clients, we offer train-the-trainer sessions. Naturally, we provide facilitators or instructors to run the sessions, if requested. We can also provide laptops and infrastructure, if needed.

Most of our simulations can be played in sessions of one hour (excluding briefing and debriefing) or as a support in training over a couple of days.

Portfolio Manager

Asset management simulation

Description

Portfolio Manager gives you the opportunity to gain valuable knowledge and experience in the process of portfolio management and strategic asset allocation.

You are given a certain (fictive) amount of capital which you can strategically invest over asset classes and their constituents. The goal is to maximise your returns while adhering to your fund objectives and risks.

You will gain an in-depth understanding of market dynamics and can create and follow (your own) market expectations as well as experience the emotions of managing a fund over a longer time horizon. You will get the opportunity to see which market theories work as you expected and what happens when a theory breaks down in practice.

Duration

The simulation software is Internet-based and is normally played over a period of one full day. The portfolios are constructed in a simulated environment that spans over five years, which translates to one simulated month per five minutes. The duration may be adjusted to match the participants' experience and available time.

A standard session would require either one hour of e-learning or a classroom presentation before the start of the simulation.

After a simulation session, the group feedback takes on average two hours. Individual feedback can range from ten minutes to two hours per participant depending on the required 'depth of coaching'.

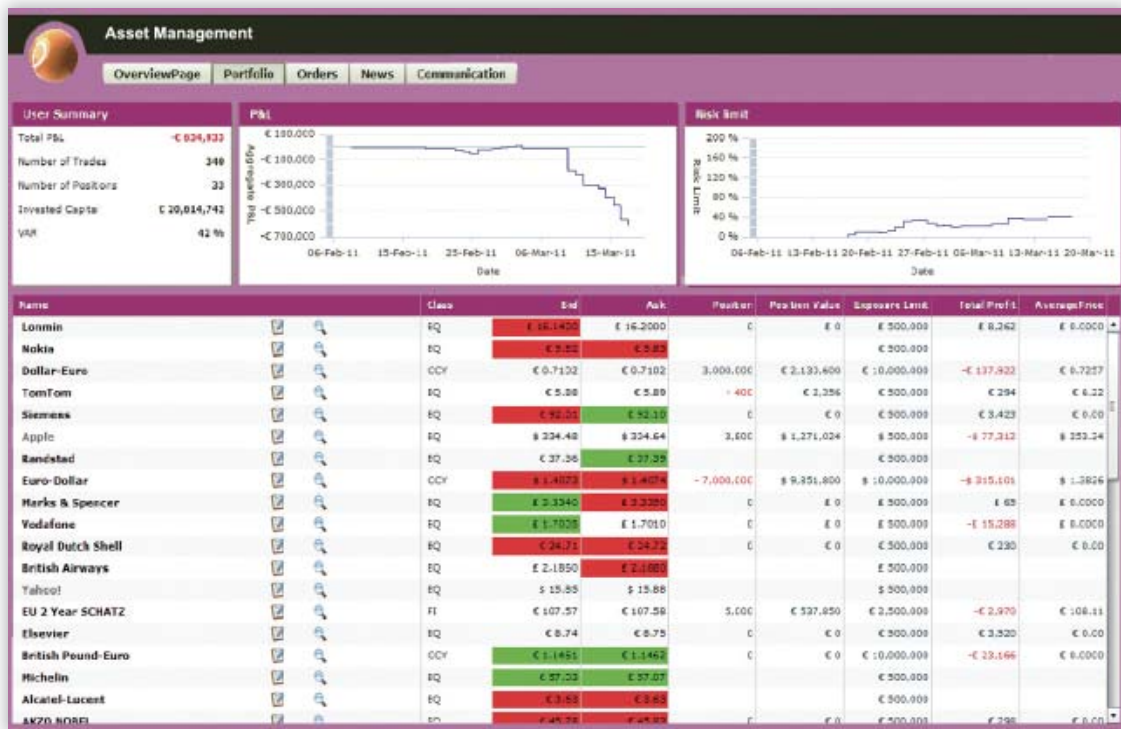
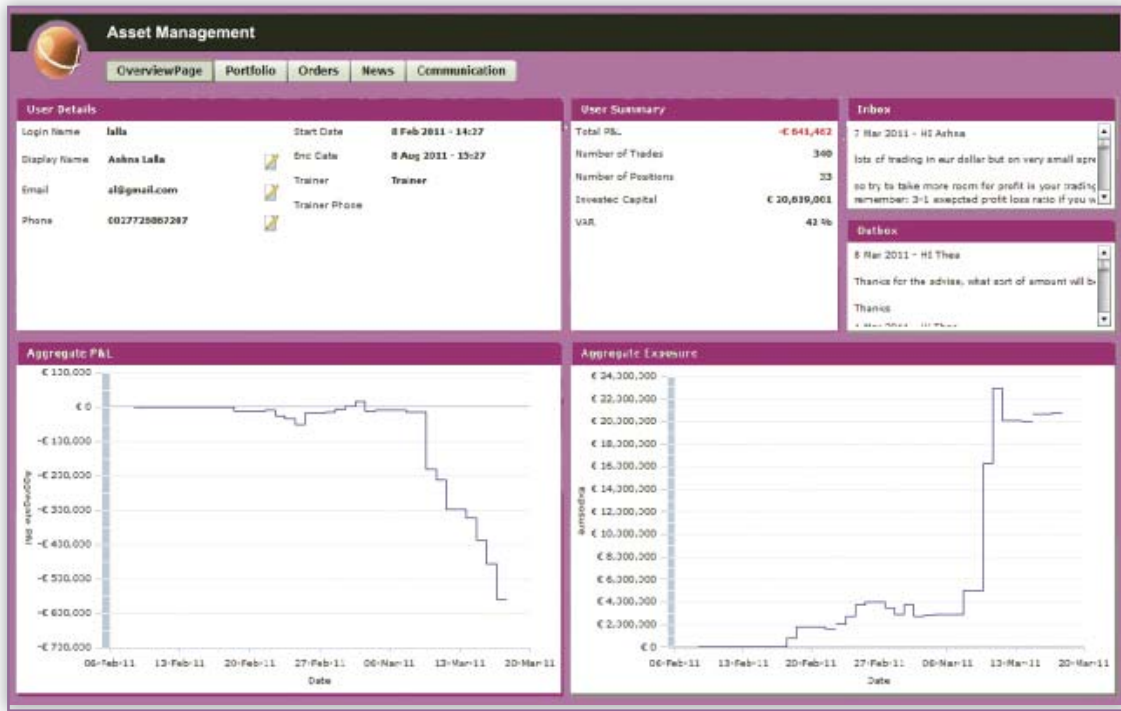
Key issues covered

- Active management of a portfolio of various instruments
- Risk assessment and rating
- Risk and return appetites of clients
- Pricing, covenants and collateral
- Formulation of investing and trading strategies to build a balanced portfolio
- Establishment of risk parameters, trading limits and goals
- Credit portfolio management
- Selection of target instruments, sectors and companies
- Analysis of expected returns, volatility and portfolio 'fit' for each investment
- Instruments to hedge or leverage a position
- Realistic 'take profit' and 'stop loss' levels

Evaluation

The instructor will interact with you and the other participants by analysing your strategy and performance and give continuous feedback. During and after a session you are reviewed individually by an instructor on specific aspects including the following:

- Profit and loss (volatility)
- Risk management
- Identification of (own) trading styles
- Knowledge and awareness of market developments
- Reaction to news and market changes
- Liquidity management
- Fundamental and technical analysis
- Fund strategy handling



Credit Manager[©]

Credit risk simulation

Description

Credit Manager gives you the opportunity to practically experience the challenges of making credit decisions and managing a credit portfolio in a competitive and dynamic environment. All of the elements of a real credit decision environment are featured in the simulation.

After the simulation, you will be able to recognise the consequences of the changing bank regulations (e.g. Basel rules) and the importance of regulatory and economic capital. You will also be able to calculate and use financial ratios and ratings, evaluate covenants, collateral, and assess – and take – credit risk.

You and the other participants will be divided into groups of three to five people, each representing the credit risk department of a bank. Each group sets its own risk strategy, organises its work and uses credit risk tools to make decisions with regard to credit proposals and credit portfolio management. Credit Manager takes place in a competitive environment where Return on Economic Capital (similar to RAROC) is the main measurement of success.

Duration

To allow you and the other participants to clearly see the effects of your decisions, we recommend that a simulation last for a minimum of four ‘rounds’. One round typically lasts one to two hours and is equivalent to one year in real time.

The duration of Credit Manager is usually three days. The simulation can be shortened or extended depending on the purpose of the simulation and the experience level of the participants. Tailor-made scenarios can be provided but against extra developmental costs.

To prepare for Credit Manager, you can obtain additional theoretical knowledge regarding risk concepts, either by e-learning or in a preceding training session.

Credit Manager may be preceded by a 3-5 day enterprise credit risk course, where you acquire a deeper (theoretical) understanding of credit and financial analyses of companies.

Key issues covered

- Basel I, II and III and various capital definitions
- Risk assessment and rating
- Risk process and limits
- Pricing, covenants and collateral
- Loan products and exit possibilities
- Credit portfolio management

Evaluation

After a Credit Manager session an overall evaluation can be conducted in which you and the other participants will address and evaluate:

- Performance (Return on Economic Capital as well as profit & loss)
- Risk profile and commercial issues
- Limit setting and usage of limits
- Group organisation and working methods
- Interpretation of, and reaction to, news

Credit Risk Simulation

Details		General client information		Type & Credit Risk Rating	
Bank:	Controler	Name of borrower:	Indovol	Type:	Review
Current time:	December 31 (year 0)	Type of client:	Privately held company	Present CRR:	
Expiry Date:	December 31 (year 0)	Industry:	Agriculture		
Real time left to answer:		Home country:	Indonesia		
Requested facility			Relationship information		
Purpose of facility:	working capital financing		Name of parent company:	Indovol	
Requested amount:	3,000,000		Home country of parent company:	Indonesia	
Requested type of facility:	revolving facility (non-committed)		Total Existing Economic Capital used:	0	
Maturity at the start of the year:	until further notice		Total existing OCE:	0	
Repayment schedule:	bullet		Existing overall RoEC:	0 %	
Expected usage:	40 %				
Exposure at default:					
Proposed conditions			Collateral, covenants & values		
Interest margin:	100 b.p.o.e.		Financial covenants:	interest cover ratio (x): 4.00	
Fees for contingent obligations:	-		Non-financial covenants:	cross default negative pledge pari passu	
Other fees:	20 b.p.o.e. - handling fee		Collateral:		
			LGD class:	Clean(50%)	
			Support letter:		
Relationship comment			Other relevant issues		
We are very happy to finally have expanded our relationship with Indovol. We have already managed to expand the private banking business with the owner families successfully as well.			Other business opportunities: Private banking, Trade finance, Additional financing, Foreign exchange		
click to see more information...			<input type="button" value="Approve"/> <input type="button" value="Disapprove"/>		

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Credit Risk Simulation

Bank: bank 1 Team: 3 Future date: January 05 Year progress: <div style="width: 80%; background-color: #007bff; height: 10px;"></div> 80.76%	Loan amount committed: 220,000,000 Total aggregate profit/loss: 44,523,800 Overall economic capital used: 12,429,024 Overall return on economic capital: 288.77 %											
Customer: Capital usage at the end of last Year												
Used economic capital per facility: <table border="1" style="width: 100%; margin-top: 5px;"> <thead> <tr> <th>P/L in period</th> <th>Exposure</th> <th>EC used</th> <th>% of limit</th> <th>Return on EC</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>29,041,900</td> <td>204,000,000</td> <td>12,429,024</td> <td>124 %</td> <td>240.00 %</td> </tr> </tbody> </table>	P/L in period	Exposure	EC used	% of limit	Return on EC	Total	29,041,900	204,000,000	12,429,024	124 %	240.00 %	Limits and amounts per industrial sector:
P/L in period	Exposure	EC used	% of limit	Return on EC								
Total	29,041,900	204,000,000	12,429,024	124 %	240.00 %							
Limits and amounts per geographical region: 												
Facility requests and reviews <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Complains: 15,000,000 (expires December 04) <input checked="" type="checkbox"/> FacilityWork: 20,000,000 (expires December 31) <input checked="" type="checkbox"/> Indovol: 10,000,000 (expires October 02) <input checked="" type="checkbox"/> Indovol: 5,000,000 (expires October 02) <input checked="" type="checkbox"/> AgriFacile: 10,000,000 (expires September 28) <input checked="" type="checkbox"/> Peakto: 40,000,000 (expires December 20) <input checked="" type="checkbox"/> TrabaTours: 4,000,000 (expires July 28) <input checked="" type="checkbox"/> Conform: 2,000,000 (expires June 28) <input checked="" type="checkbox"/> Dolphin Travel: 80,000,000 (expires April 15) <input checked="" type="checkbox"/> Rakish Zero: 32,000,000 (expires August 23) <input checked="" type="checkbox"/> Waveland: 4,000,000 (expires August 04) <input checked="" type="checkbox"/> Q-Staff: 20,000,000 (expires April 30) <input checked="" type="checkbox"/> Oradea: 10,000,000 (expires July 18) <input checked="" type="checkbox"/> LoiKtha: 40,000,000 (expires July 10) <input checked="" type="checkbox"/> BaronBank: 70,000,000 (expires November 30) 												
News <ul style="list-style-type: none"> January 03 [General] Friends' connection? December 28 [Consumer products] Tools to trade December 15 [Food, beverage & tobacco] No more desserts December 12 [Leisure] Dolphin's 'reclaimed' land December 08 [Agriculture] Almost blank picture December 01 [Leisure] Hotel history December 01 [Leisure] Hotel sale 												

Home Company Statements Facility Requests News Loan Book Exit Opportunities Rules and Objectives print



Bank management simulation

Description

In Bank Manager you will manage a (fictive) publicly listed bank over a full economic cycle. After defining a bank strategy the operational activities include funding and capitalising the balance sheet, complying with Central Bank and industry (Basel) regulation, investing for the future and funding department budgets. In daily commercial management of the bank economic and stock market news items have to be analysed, competitive pressures to be countered, whilst keeping clients and shareholders happy.

You will gain an in-depth understanding of market dynamics important for banks, as well as experience the emotions of managing a bank over a longer time horizon.

Duration

Bank Manager is played via Internet and needs no special computer requirements. Depending on the entry level of the participants or desired complexity, a session will run from one to three days, with frequent stops if needed. Different scenarios can be played, focusing on a specific topic or a specific economic climate.

A session usually starts with pre-course testing and preparation via our e-learning platform. The actual Bank Manager session starts with a group introduction onsite or online. Then, for a period of one to three days you and the other participants - alone or in teams - manage your banks. During a Bank Manager session the complexity gradually increases and the economy moves along a (for you unknown) economic cycle. After a session, you defend your strategy and actions and receive team and individual feedback. At a later stage in your career, you can return to handle more complex scenarios of Bank Manager.

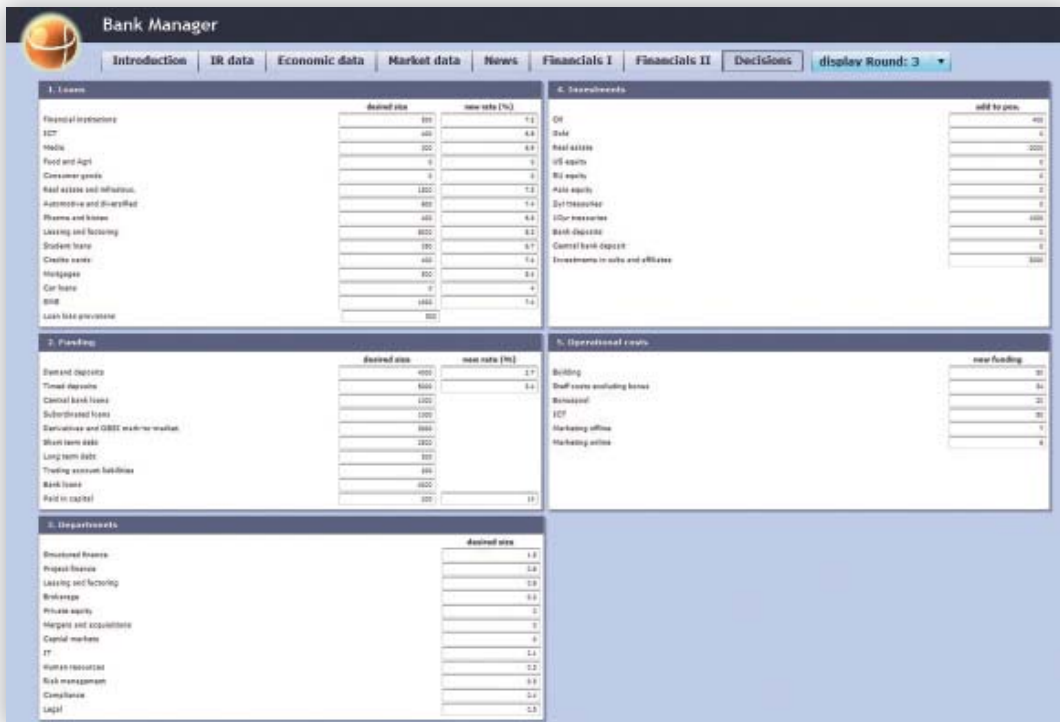
Key issues covered

- Setting and management of a banks objectives
- Management of funding
- Risk management, through 'normal' economic cycles and 'unexpected shock' scenarios
- Balance the interest of all stakeholders
- Interpretation of macroeconomic data and economic news
- Decision making under economic uncertainty
- Compliance with regulatory requirements

Evaluation

The instructor will interact with you and the other participants by analysing your strategy and performance and give continuous feedback. During and after a session you are reviewed both as a group (a bank's board) and individually by an instructor on specific aspects including the following:

- Funding strategy
- Handling and meeting of objectives
- Profitability for all stakeholders
- Risk management
- Knowledge and awareness of economic developments
- Reaction to market changes
- Asset management



Pension Manager[©]

Pension fund simulation

Description

In Pension Manager you will experience what it is like to manage a pension fund over a period of ten years. You will come across different economic conditions of inflation, interest rates and asset returns. You will also face the challenge of the ageing of the population and the shifting balance between premium payers and pension receivers. You will have to manage the balance sheet of the pension fund, comply with Central Bank regulation and manage the interests of all stakeholders. You will have to balance short term (inflation compensation) and long term (fund solvency over economic cycles) considerations, including investing in the pension fund organisation and make buy or sell decisions (asset management).

You will gain an in-depth understanding of market dynamics important for pension funds, as well as experience the emotions of managing a full pension fund over a longer time horizon.

Key issues covered

- Setting and management of pension fund objectives
- Fund management, including balance sheet and risk management, through 'normal' economic cycles and 'unexpected shock' scenarios
- Balance the interest of all stakeholders (active members, retirees, unions, regulators and politics)
- Interpretation of macroeconomic data and economic news
- Decision making under economic uncertainty
- Compliance with regulatory requirements

Duration

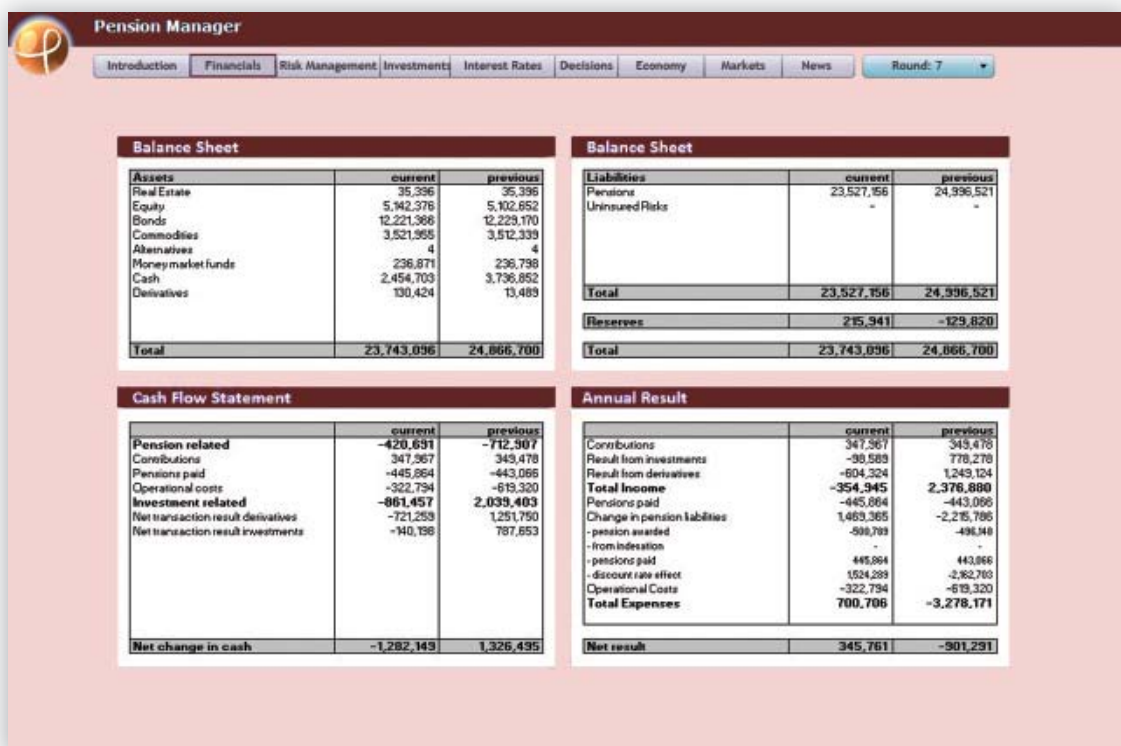
Pension Manager is played via Internet and needs no special computer requirements. Depending on the entry level of the participants, or desired complexity, a session will play from one to three days, with frequent stops if needed. A session usually covers a time period of ten years. Different scenarios can be played, focusing on a specific topic or economic climate, ageing and shifting balance between premiums paid and pensions received.

A standard session would require either one hour's worth of e-learning or classroom presentation before the start of the actual Pension Manager simulation. After a simulation session, the group feedback takes on average two hours. Individual feedback can range from ten minutes to one hour per participant depending on the required depth of coaching.

Evaluation

The instructor will interact with you and the other participants by analysing your strategy and performance and give continuous feedback. During and after a session you are reviewed both as a group (a pension fund's board) and individually by an instructor on specific aspects including the following:

- Fund strategy handling and meeting of stakeholder objectives
- Profitability
- Risk management
- Knowledge and awareness of market developments
- Reaction to news and market changes
- Liquidity management



Additional offerings:

Assessment and recruitment services

Oxyor can provide you with assessment and recruitment services tailored to your organisation. When making assessments, we use a combination of tests, simulations, case studies, pitches and presentations.

Client events

You can use Oxyor's simulations for client events and client entertainment, for which they are all well suited. Our trainers are also frequently used as speakers at seminars and conferences.

Competitions

Oxyor is the global sponsor of, and delivers the simulation software for, the highly successful student competition Traders Trophy Worldwide. We can offer you to be a co-sponsor for Traders Trophy Worldwide or other types of financial competitions where our simulations are used.

Advisory

Due to the up-to-date and in-depth subject knowledge of our trainers, we can offer you to use them as subject matter experts for projects.

Online training

Oxyor offers you a state-of-the-art portal, which bridges the gap between online learning and classroom training. By using this portal, you can increase flexibility and generate greater return on your learning investment.

Onsite training

Oxyor offers you full service onsite training and development programmes for graduates and a wide variety of knowledge and skills improving courses for experienced staff.

Masters

In combination with several highly-regarded business universities around the world, Oxyor delivers Executive Masters programmes in finance.



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