

A learning simulation to understand team dynamics

From Silos to Synergy

The award-winning, research backed simulation that helps teams break silos, think systemically, and lead under pressure.



About the Simulation

Friday Night at the ER® is a high-impact, simulation-based learning experience designed to build systems thinking, break silos, and transform how teams collaborate under pressure. Set in the fast-paced world of hospital management, the simulation acts as a mirror to the challenges faced in any organizational setup.

It's not about medicine. It's about mindsets, behaviors, and cross-functional agility.

The Experience

Each simulated hour, patients arrive, transfer between departments and exit. Department managers complete tasks, manage resources, make decisions and document results. They are pressured by time limits, quality and cost measures and interactions with peers.

The activity simulates the flow of people or goods through parts of an organization. It feels "frighteningly real," as one CEO put it, yet people enjoy the experience. The gameplay is highly engaging and teams are motivated to perform well.

Team dynamics at each table will vary, while the overall spirit in the room is lively. Group sessions may range from 4 to several hundred participants.

What Makes Friday Night At The ER® Stand Out?

The experience leads to mindset shifts that go beyond teamwork. Here's what participants consistently walk away with:



A deeper appreciation for collaboration and shared responsibility



Awareness of hidden mental models that shape decisions



Confidence in applying systems thinking to real-world challenges



Insight into how information and feedback influence outcomes



Understanding how organizational structures drive behavior



Personal reflection on one's own leadership and communication style

Trusted Across The Globe

Played across
40+ countries,
by organizations like



Perfect For:



Cross-functional project teams



Leadership offsites and culture-building initiatives



Teams looking to improve inter-departmental collaboration



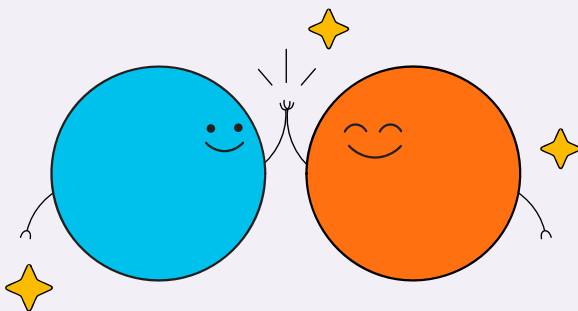
Government and public administration leaders



Learning interventions focused on agility and systems leadership



Onboarding Sessions



Session Design



Simulation Duration:
90 minutes



Debrief & Reflection:
60 minutes



Format:
In-person instructor-led (ILT)



Group Size:
4-50 participants

The experience is designed to feel real, intense, and deeply engaging. Participants not only play the simulation; they see themselves in it.

What participants have to say

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It was frighteningly real – the decisions, the pressure, the breakdowns in communication – all mirrored our workplace.

– LBSNAA Participant
(IAS Training)

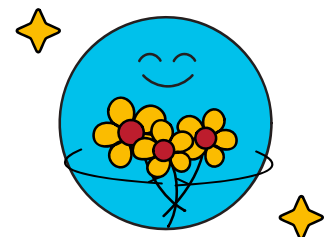
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A brilliant simulation. It taught us more about collaboration in 3 hours than months of meetings ever could.

– Sr. Manager,
Global Tech Firm

A global learning experience curated by FocusU

We don't just run the simulation. We shape it to your organizational context, co-creating an experience that aligns with your business goals and culture. At FocusU, we make learning personal, powerful, and practical.



The FocusU Footprint



Creating impact through learning since 2010



Backed by our unconditional promise: Happy or Free



Original proprietary content based on the latest in behavioral science



Trusted by customers across geographies



About Us

FocusU Engage is one of India's leading names in the field of learning and OD interventions. The inspiration behind FocusU is a quote from Walt Disney: "Laughter is no enemy to learning".

"To enable people & teams be more through meaningful learning."

This is the mission that has driven us over the years and made us a name that L&D stakeholders across more than a 900+ corporates place their faith on to deliver every single time.

We solve two big problems for our clients.

- Learner engagement: When a learning intervention is not customised, learners are not engaged.
- Application of learning: Without learning transfer, investments on training deliver very less ROI.

We believe one size never fits all. Hence for each engagement, we take time to understand the need deeply. We ask a lot of questions and at times push back against what we think are unrealistic expectations from a training program. But eventually this helps our clients and us arrive at a shared understanding on how we can create tangible impact for the business. Only then do we proceed to designing the learning intervention. And we own it end-to-end in terms of content, delivery, communication and program management.

Our learner-centricity is not an empty promise. We have backed it up from our founding days more than a decade and a half ago, with an unconditional promise to our customers that we call, "Happy or Free."

Every year, we conduct around 1000+ learning workshops – that touch the lives of over 40,000 employees. As our tagline says, we hope to inspire each person we touch to #BeMore.



To know more about us, drop in at: www.focusu.com

We are a very friendly bunch, so do feel free to reach out to us through:

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