

Mount Everest ©

Tools to explore collective decision-making, manage cognitive biases, and enhance group dynamics through a high-stakes team simulation.



Have you ever seen team decisions fail because vital data was withheld, conflicting goals clashed, or hidden cognitive biases distorted the collective strategy? When individuals under pressure struggle to communicate information accurately, execution breaks down and the entire team faces critical performance consequences.

Mount Everest©© by Harvard Business Publishing Education uses the dramatic context of an award-winning expedition simulation to address these challenges head-on. By working through interconnected rounds of play, participants experience firsthand how communication integrity directly impacts strategic survival, alignment, and shared success.

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• Who is it for?

- Managers and team leaders
- Specialists and individual contributors
- Cross-functional teams working in fast-paced, high-pressure delivery environments
- Professionals looking to sharpen their strategic alignment, manage opposing interests, and test their leadership agility within a realistic, complex group setting

• What will you learn?

How to...

- identify and mitigate hidden cognitive biases, conflicting personal goals, and interpersonal frictions that derail group decision-making
- evaluate various leadership frameworks and team responses to determine the most effective strategy for high-stakes execution
- structure rapid, highly accurate information-sharing patterns to optimize team resources, supplies, and operational pacing
- apply robust principles of psychological safety and collective accountability to lead high-performing units through unpredictable environments

• What to expect?

- Direct interaction with an award-winning, multi-player simulation platform developed by Harvard Business Publishing Education.
- Immersive roleplay assignments where each teammate controls exclusive data covering health, weather patterns, logistics, or pacing metrics.
- Iterative rounds of play that explicitly test individual communication trade-offs and reveal immediate consequences on team performance.
- Comprehensive debriefing sessions linking simulation data to daily real-world

• How is it delivered?

FORMAT

In-class or online

DURATION

4 hours/ 4 hours

COHORT

Groups of 10 to 50 participants