

Entrepreneur**Software Development Simulator for Software Developers and Project Leads****Written by Arpad Kocsis**

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Introduction

Entrepreneur is a turn-based simulation-management game, where the economics and mechanics of a software developer company are modeled using Software Development theories.

It is basically a cross-breed of a Sim and a Football Manager, except that not football players but software developers are managed.

The goal of the game is fun and education. Its rules are from either an article or a book. It is a simple, but hopefully a good simulation of real project life.

In the game you will be the manager of a company. It will last as long as the company can survive – there is no specific objective or end of the game.

System requirements

The game needs Microsoft Windows XP or better operation system with .Net Framework 2.0 or higher.

Game mechanics

The game tries to model real world constrains and problems. The mechanics are the following:

From garage company to world class

The world is simulated in three levels: local level, national level and global/international level.

When the company starts as a garage firm, it works only with local companies and hires only local employees. Local projects are small, small money, but they are simply, easy to get and easy to deliver.

Later on as it gets bigger, national players start to make business with the firm. National projects are bigger and give more money.

International projects are huge, taking long time and requires a large team, but then you will receive a fortune.

Customers prefer to make business with their own size supplier. Local firms have no access to international projects, while international companies are not interested in small local projects.

Technology

In the game the software is made of components and/or layers.

Component can be:

- Server component, like a service
- Client component, like a GUI or software
- Web component, like a web site
- Database

Each component has a platform or Operation System (OS) where the component runs, and a tool which is used to make the component. The tools are typically compatible with one or a few platform – this can be important while designing the architecture.

In case of database the tool is the database engine itself.

The technology skills describe how an employee knows the tool, database or operation system. The skill can be increase by learning or by doing it.

Some technology requires license fee. It will increase the project cost.

Not all technology is the same. They might have restrictions, e.g. not all development tools can create client component.

People

The employees are living beings with skills, experience, interests and feelings. They can be employees at your firm or at the competition, or looking for job.

The life of a person in the game starts when he/she graduates from school and start looking for job (without any specific skill). He/she works, looking for job, keeps with favorite company or leaves for better, then in 40 year old retires.

Skills describe how the person is good in something. The number indicates the years spent using the skill. People with high skill perform better. People doing something which they don't know is possible, but the chance of failure is extremely high.

You can hire or fire people.

The process is the following to get new employees:

- 1st Place a job advertisement
- 2nd People will send their cv and salary expectation if they are interested
- 3rd Interview them
- 4th Hire any of them

As in real life, it is difficult to find good talents: they might be busy or not interested in the job. Longer looking and higher salary helps to get more resume, but not all is gold.

People get sick sometimes and stay at home. They stay at home when get married. After marriage they will have son or girl – stay at home.

The children are usually sick – parents stay at home.

So please do not be surprised that your important project goes nowhere because key employee stayed at home.

Personality

The people are not machine – they have feelings and interests.

Each person is unique, has a unique rate in the following:

- Creativity
- Team player
- Imaginary
- Careful

There are no good or bad values: a very creative person is as good as a non creative, both are good in something, but not in the same thing. Personality gives bonus on certain tasks according to the traits.

The personality comes into picture when people have to work together. People prefer to work with alike. If there are problems within the team, it won't work.

The company culture is the personality which you prefer to see in the company. People slowly change their preference to the company culture – they adopt.

Morale and motivation

You should never forget about morale!

If your team is motivated and the morale is high, they will perform better.

With low morale it is quite the opposite, and you may never know when they will quit. If somebody has low morale for long time, you can be sure she/he is looking for a new job.

The morale comes from the personal goal: what the person expects from you or your company. If the person receives that, the morale is probably high.

Not everybody needs high salary to be happy.

To keep the morale high you should pay attention to likes/dislikes relationship, and let those people work together who like each other.

Please also note that idle people are losing interest.

Overwork, harsh times can reduce motivation.

Customers

The customers are firms in a specific industry with a specific size. They need new software, therefore they are looking for supplier to deliver. Larger firms tend to have larger projects.

The customers prefer to use their existing suppliers, or at least somebody with references in the same industry.

Competition

The competition is computer-managed software firms just like yours. They are looking for projects just like you do, so be prepared for a hard fight.

The competition hires employees, so don't be surprised if a good candidate disappears, or your best developer receives a better offer from somewhere.

Projects

Projects represent need for a new software. Customers start projects. It has the following stages:

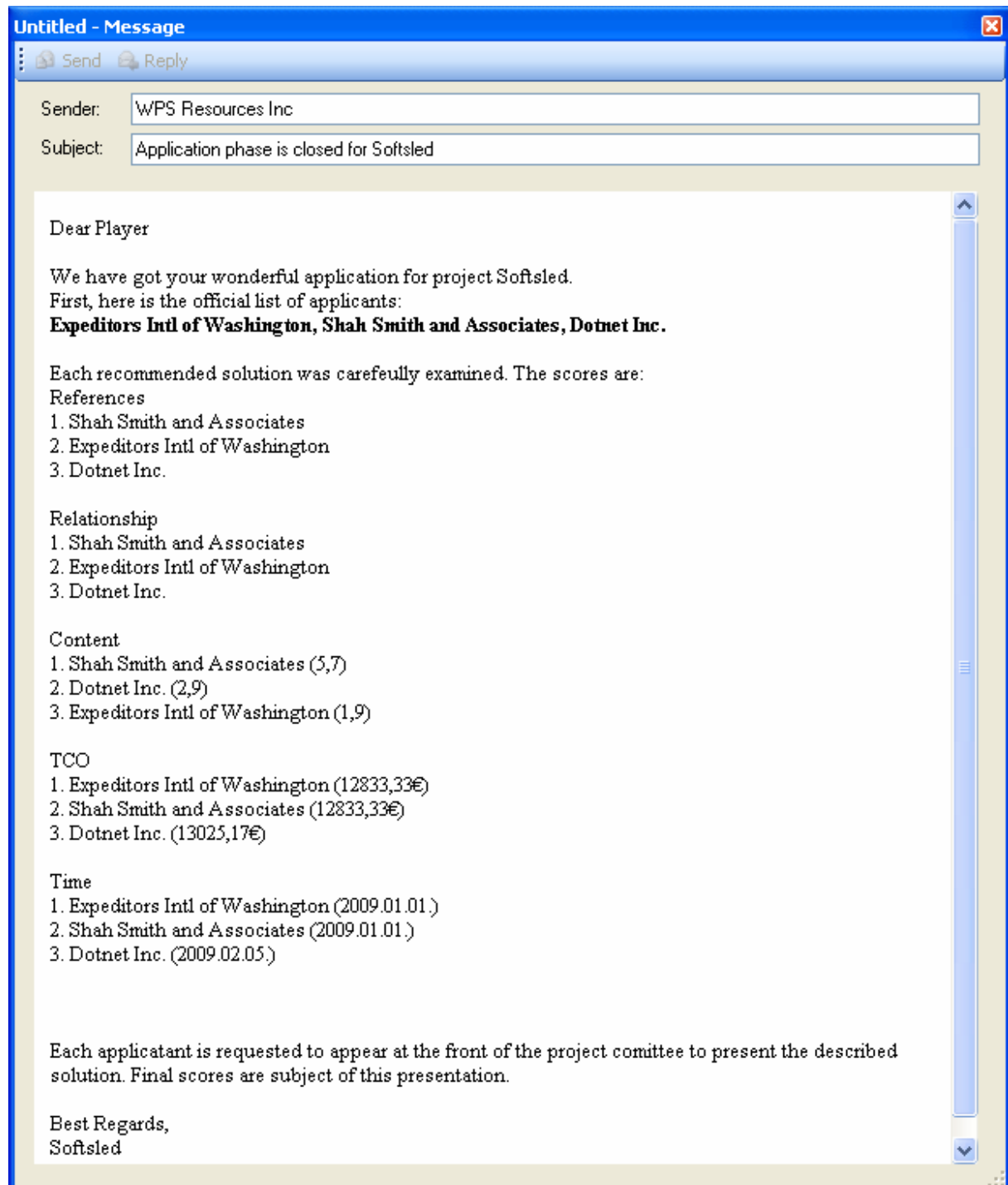
1. **New:** It is a business opportunity - the customer is looking for a willing partner to deliver. You can indicate your interest.
2. **Offer/Estimate:** One of your techies should estimate the project regarding work, risks and architecture. If the Architect is better, the estimation will be more accurate, and the solution looks more feasible. You can review the estimation and adjust it. Pay attention to contingency and profit margin! After accepting the plan it can be sent to the customer.
3. **Presentation:** After receiving all the offers, the customer invites each of the candidate IT companies to introduce themselves and their solution. Better presentation skills result in better impression. Only the top 3 offers can continue.
4. **Negotiation:** After knowing the result of the previous rounds, the firms can improve their offer by reducing price or time. You can change the offer 3 times. At the end the best offer wins.

5. **Initiation:** The winner has the chance to start the project. Allocate team to the project, set up meetings, and let it go!
6. **Execution:** The employees who assigned to the project will work on the tasks described in the project plan, as best as they can do.
7. **Closing:** After the project is ready, you can deliver it to the customer. After the customer confirms back, the project will be evaluated and you receive the payment.

The offers are evaluated in different aspects. Each category gives points, and the firms are ranked based on their total points.

Categories are:

- Time: earliest delivery date is preferred
- Cost, Total Cost of Ownership TCO
- References
- Relationship with the company
- Presentation feedback: the impression you have made
- Content: Technical feasibility of the solution



Please always check the deadlines! If the offer or the presentation misses the deadline, the phase is closed and the customer goes with other IT firms.

If nobody interested in a project, it will come back after a while with higher budget. This is the case when the competition is not interested, their resources are tied down in other projects, or the project doesn't fit in their profile.

Risk and crisis

Every project has risks, which are listed on the project status page. Risk is lower if you use more skilled workers. Not having status meeting will also increase the risk.

The risk is chance to suddenly happen something with the project. When crisis breaks out, you will receive notification and asked to do something urgently. Depending on your reaction, the crisis can be solved or reduced, with different negative effects.

Sometimes it is just delaying the deadline, or worsening the relationship with the client.

Firing the responsible of the crisis could improve quality.

Sometimes a little delay on the project won't hurt everybody, but if the project deadline is fixed then you might get into trouble.

Failing to deliver in time may result in financial penalty. Bad project management can lead a interesting project into waste of money.

The relationship with the customer can also be so negative after facing the failures, that you lose any chance to get new project from them.

But if you can avoid crisis and risks won't get out of control, then it can be a lot of money with a smiling customer. (and more projects afterwards)

Economy

The economy in the game is dynamically changing.

The customers are growing, new customers appear.

The other firms are growing or going bankrupt depending on their financial success.

The job market follows the rules of demand: if somebody cannot get job, he/she will leave IT entirely, but if the salary goes up, more students will decide to choose this carrier path.

Starting the game

Entrepreneur simulates an economy to play in. At the start you can set up the parameters of the economy. Please pay attention to the settings, because they will dramatically change the environment of your company.

Start SandBox Game

Player
 Name:
 Capital: €

Company
 Company name:
 Size:

Market indicators
 Location:
 (Custom)
 Eastern Europe
 USA
 UK
 Salary:
 Available workforce:
 Skilled workforce:
 Economy climate:
 Currency:

Other
 Start date:
 World size:
 Own company, no shareholders ☐

Player and company settings

Name: Your name.

Capital: Starting money.

Company Name: Name of your company. Can be changed later.

Size: The initial size of the company, eg local, national or international company. The firm can increase or downsize later on.

Market Indicators

Salary: Average salary of an engineer. If it is higher, you must pay higher to your employees.

Available workforce: The unemployment rate. If it is higher, you can hire people easily.

With no unemployment you have to attract engineers from the concurrent firms.

Skilled workforce: Quality of the education system, or how skilled the engineers are. The engineers have 3 talent level. Higher talent picks up skills faster. In good education system the chance of talented engineer is higher, while in bad education system the no-talent engineer is the usual. But in any setup you will find all 3 types.

Economy climate: The GDP increase per year. The size and number of potential customers will increase by the rate of GDP, therefore the potential number of projects will increase. You can have recession if you wish.

Currency: What currency to use in the game.

Location: Pre-defined template for market indicators. With Custom you can set whatever you wish.

Other startup settings

Start date: Your company is founded on that day.

World size: Number of competition and customers. Larger world requires more time to generate and more time to calculate the actions.

Own company: If set, you will be the solely owner of the company, and nobody tells you what to do. If unset, you will be only a CEO, and the owners of the company may fire you if you do not meet their expectations.

Generate world

After you clicked Start Game, it will generate the world and economical temperature. It may take some time.

The company has no employee, no projects and no reference at the beginning – it is completely new.

Manage your company

Standard management tools are available in the game, which are used in real life:

Menu: Load, save or exit the game.

Emails: This is the basic communication tool. You will learn about events via receiving mails, and you can react to them by sending reply.

Projects: The most favorite manager tool to open ongoing projects or look for opportunities.

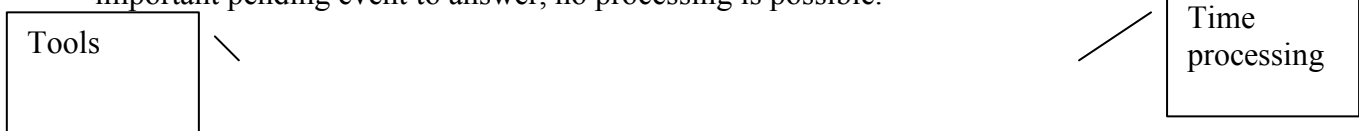
Calendar: Your time is not unlimited! The Calendar helps you to organize and track your time. It allows you to arrange meetings or look back in the past what did you do. Calendar of your employees is also available here, so you can check what they were doing at a given time.

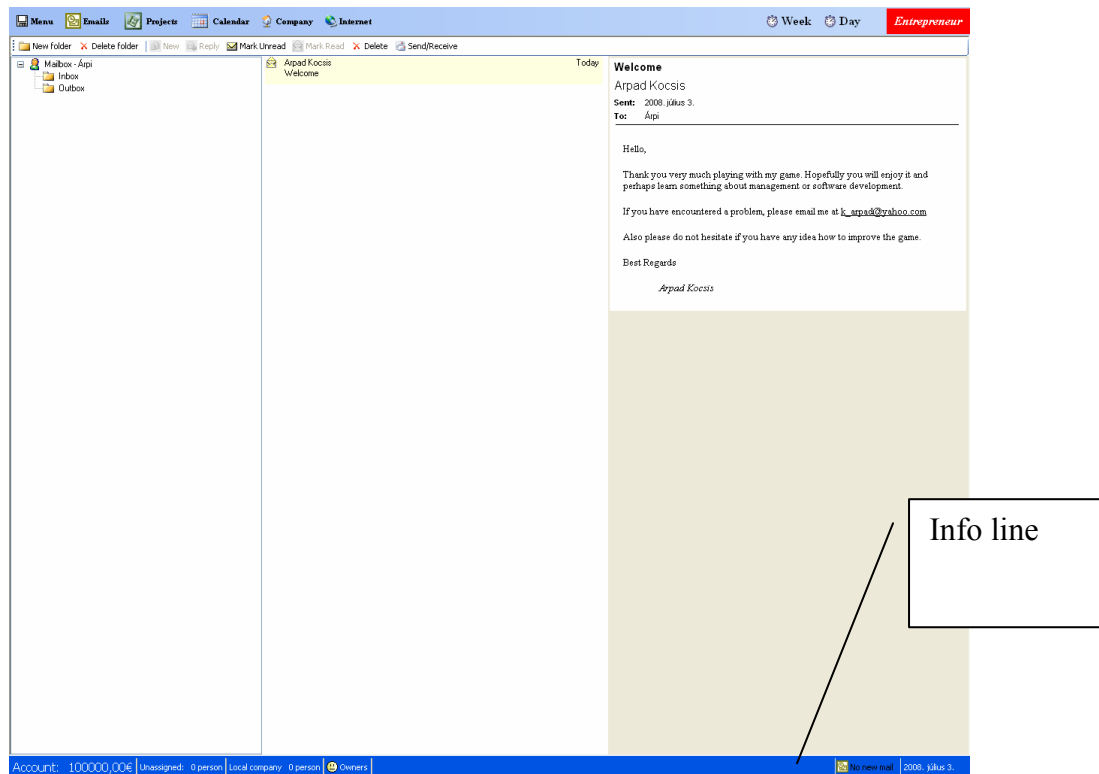
Company: All sort of company information is available here, like HR or reporting.

Internet: Your ultimate place to read news, check other companies, learn about technology, or search for anything.

At the bottom you can see the information bar with your current bank account, idle employees, company size, shareholders mood, unread mails and current date.

The game is divided into days. With the above tools you can do your job and process one day or one week to see the result. If the number of unread mails are in red then you have an important pending event to answer, no processing is possible.





Emails

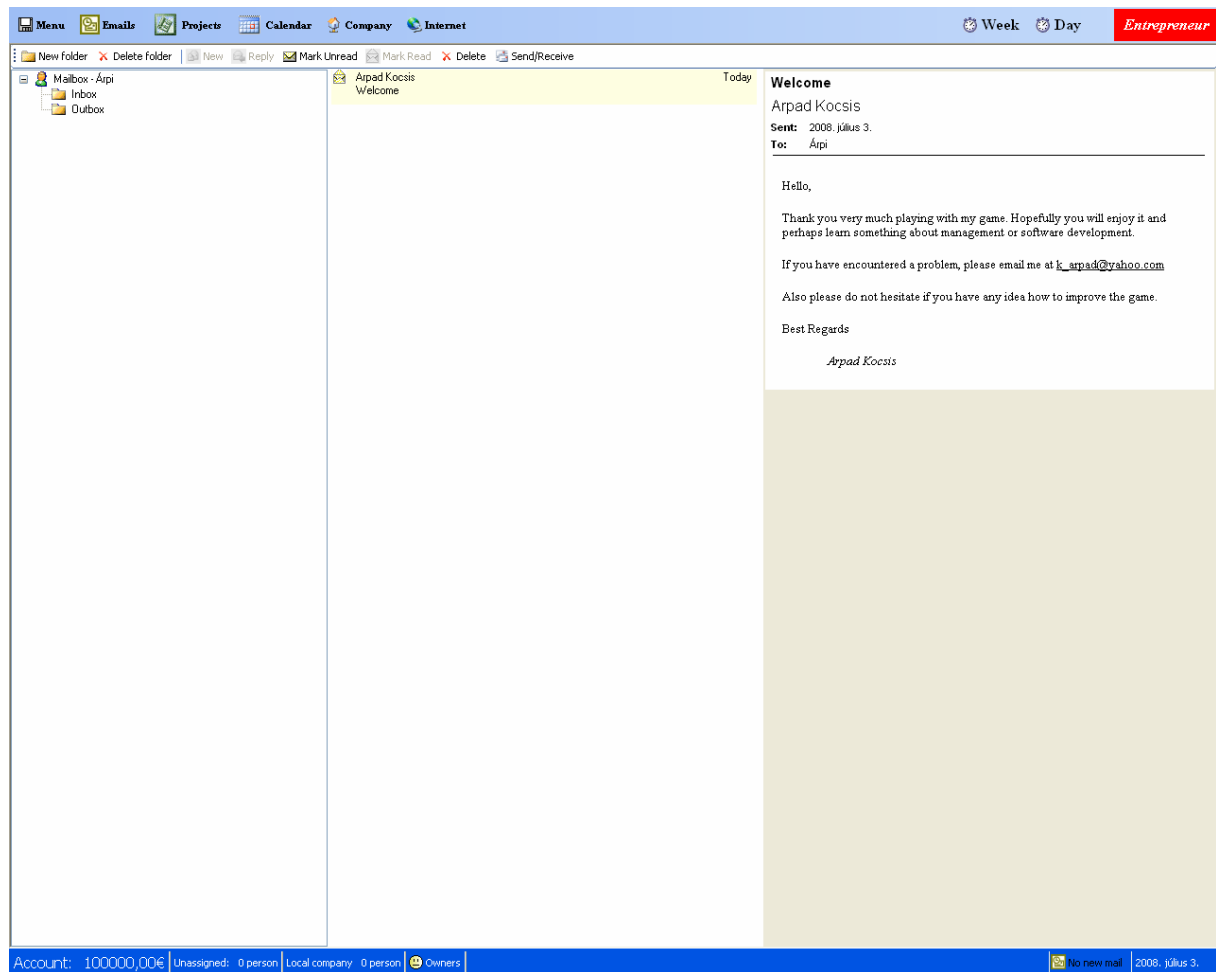
The Emails tool is used to manage incoming and outgoing messages.

The left side panel is a tree view with folders. The incoming mails arrive to Inbox folder, while sent mails are stored in Outbox.

You can create any folder or sub-folder, and move emails or folders between them.

The middle panel shows the emails listed in the selected folder, it is the Inbox by default. The list shows the status of the mail (read, unread, answered, etc), the importance, the sender, subject, and date.

The right panel shows the selected mail, or you can open it by double clicking on it.



The functions on the top:

New folder: Creates new folder under the selected folder.

Delete folder: Deletes the selected folder, except the Inbox and Outbox.

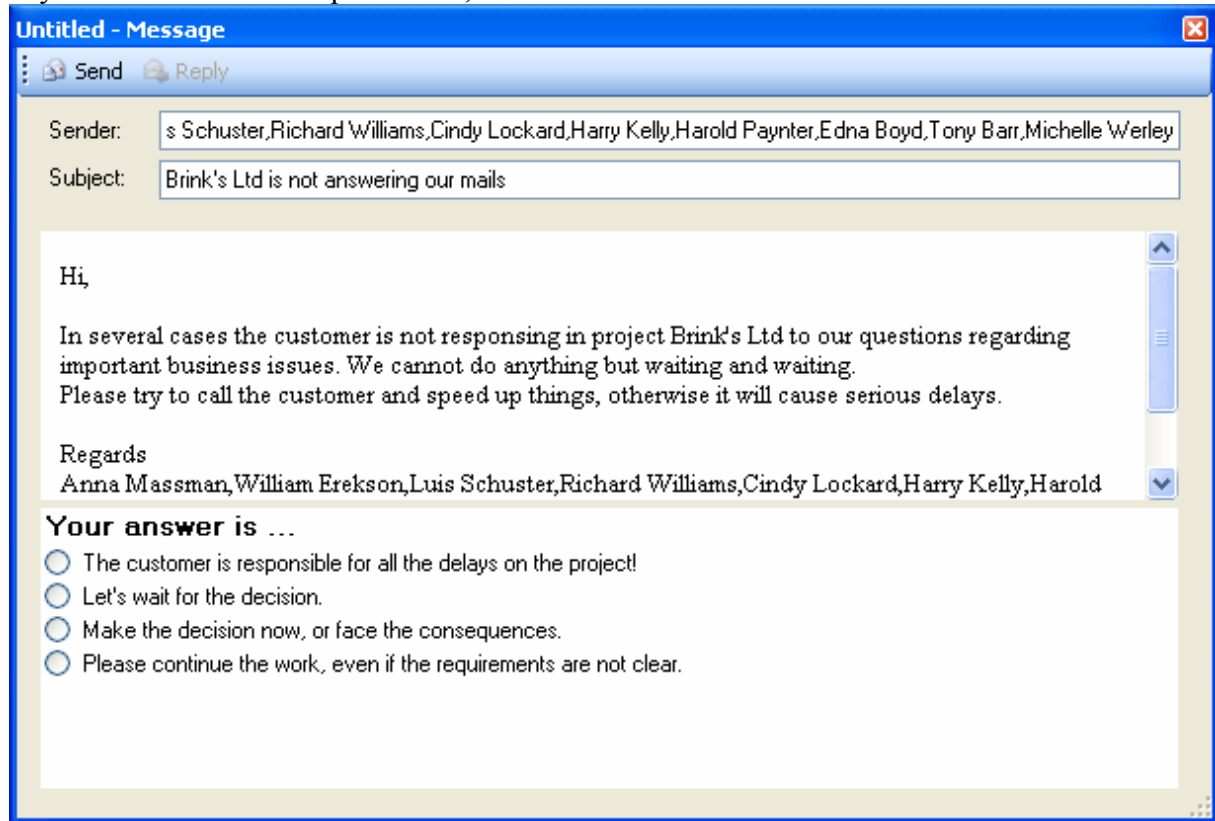
New: Allows to send message, not used.

Reply: You can reply to a message, if the message can logically have a reply. Events are typically require a response.

Mark unread/read: Changes status of the mail.

Delete: Deletes selected mail.

If you double click and open a mail, it will look like this:



If the mail type allows, the possible answers are listed at bottom. You can select any and click on Reply.

With important events you cannot process time as long as you haven't replied.

Calendar

In the calendar your and other's time can be tracked for the future, present and past. You can arrange, change or delete scheduled meetings.

The screenshot displays the Entrepreneur software's calendar interface. At the top, a menu bar includes 'Menu', 'Email', 'Projects', 'Calendar', 'Company', and 'Internet'. Below it is a toolbar with icons for 'New', 'Open', 'Delete', 'Today', 'Day', 'Work Week', 'Week', and 'Month'. The main window is titled 'Calendar' and shows a weekly view for the period '2008. november 3. - 2008. november 7.'. The calendar grid has columns for each day and rows for time slots from 9:00 to 19:00. A blue block labeled 'Go live Hydragrum' is visible in the 9:00 slot on November 3. A white block labeled 'Status meeting Hydragrum' is visible in the 9:00 slot on November 7. On the left side, there are navigation panels for '2008. oktober' and '2008. november', and a list of 'Personal folders' including names like Michelle Werley, Cindy Lockard, Marc Buckner, etc. The bottom status bar shows 'Account: 76060,18€', 'Unassigned: 21 person', 'Local company: 21 person', 'Owners', '58 new mails', and '2008. november 4'.

The view of the calendar can be weekly (5 or 7), daily or monthly.
You can select the day or week, scroll back or forward in time.

The screenshot displays the Entrepreneur calendar application. At the top, a navigation bar includes icons for Menu, Email, Projects, Calendar, Company, and Internet. Below this is a toolbar with buttons for New, Open, Delete, Today, Day, Work Week, Week, and Month. The main calendar area shows a monthly view for November 2008, with days of the week as columns and dates as rows. Some dates have events: 'Status meeting Hydrargrum' on Friday 30 and Saturday 31, and 'Go live Hydrargrum' on Tuesday 3. A sidebar on the left shows a mini-month calendar for October and November, and a list of personal folders. The bottom status bar shows account information: Account: 76060,186, Unassigned: 21 person, Local company: 21 person, Owners, 58 new mails, and the date 2008. november 4.

The New button allows you to set up a new meeting on the selected time slot, if it is free. The Open will open it, while Delete removes it.
Not all type can be modified.

Status meeting Hydrargyrum

Save and Close Cancel

Subject: Statusmeeting

Location:

Start time: 2008. november 7. 9:00

End time: 2008. november 7. 10:00 (1 hour)

Project: Hydrargyrum

☒ Repeat weekly

☐ All day event

Weekly status meeting with the project team

Some meetings require a parameter, like the project for status meeting, or a candidate for job interview.

Projects

Here you can overview and manage your projects.

The left bar is the list of ongoing project, plus the overall Quality Assurance and list of business opportunities.

The Quality Assurance gives you a summary report about the health of the projects: their name, phase, overall price tag, status of time, cost, resources, scope, quality and actions. Green indicator means OK, yellow is warning and red means problems.

The screenshot displays the 'Quality Assurance Department' overview in the Entrepreneur software. The interface includes a top navigation bar with icons for Menu, Email, Projects, Calendar, Company, and Internet. The left sidebar lists 'QA', 'Business opportunities', 'WPS Resources Inc - Softsied (New)', and 'Brink's Ltd - Hydrargyrum (Delivery)'. The main area is titled 'Overall Project Status' and contains a table with the following data:

Project	Phase	Team	Price	Time	Cost	Resources	Scope	Quality	Actions	Comment
Softsied	New		22400,00€							
Hydrargyrum	Delivery	Team	44884,23€							

The bottom status bar shows: Account: 90419,58€ | Unassigned: 0 person | Local company: 10 person | Owners | 8 new mails | 2008, augustus 2.

Closed projects disappear from the list.

Business opportunities can be found here next. Receiving only the basic information, you can decide to start working on it or not. If you start to work, the project will appear on the list, and you can make actions on it.

Business opportunities

Customer: [WPS Resources Inc](#) Name: **Softsled**

Status: **New** Industry: **HealthCare** Difficulty: **Difficult**

Start date: **2008.12.07** Deadline: - Response unit: **2008.09.30.**

Budget: **22400,00€** Modules: **Service, Web**

Technology: **Any**

Speciality: **Mission critical**

Start to work on this project

Customer	Market	Industry	Project Name	Technology	Value	Deadline	Applied
Trellabs	Local	Government	Rainier	Any	147445,77€	2008.07.21.	No
Matsushita Electric	Local	None	Nitrogen	Any	165580,82€	2008.09.17.	No
Prism Data Services Ltd	Local	None	Fluorine	Any	64064,00€	2008.07.28.	No
Nash Finch	Local	None	Forth	Any	27104,00€	2008.08.19.	No
Amgen	Local	None	Cromarty	Any	119347,21€	2008.09.02.	No
Trellabs	Local	Government	Viking	Any	53222,40€	2008.09.16.	No
Leggett & Platt	Local	None	Alexandria	Any	26880,00€	2008.09.16.	No
WPS Resources Inc	Local	HealthCare	Softsled	Any	22400,00€	2008.09.30.	No
Brink's Ltd	Local	Military	Stannum	Any	143061,84€	2008.09.30.	No
Beckman Coulter Inc	Local	Banking	FitzRoy	Any	25872,00€	2008.07.06.	No
Tenet	National	Education	Silverlight	Any	308000,00€	2008.07.13.	No
Dun & Bradstreet Financial Data Services	National	HealthCare	Lunada	Any	369600,01€	2008.07.20.	No
Gold Kist Inc	Local	Military	Plum	Doors,Pea,Miracle	76876,81€	2008.07.20.	No
Nash Finch	Local	Telecom	Xenos	Any	40803,85€	2008.07.20.	No
Beckman Coulter Inc	Local	Banking	Longhorn	Any	49896,00€	2008.07.20.	No
Tenet	National	Education	Touchdown	Any	122304,01€	2008.07.27.	No
Qwest Communications	National	None	Dover	Any	397320,01€	2008.08.04.	No
Landstar System	National	HealthCare	Yamazaki	Doors,Scribe	494340,01€	2008.08.04.	No
Qwest Communications	National	None	Doheney	Any	575400,00€	2008.08.11.	No
Trellabs	Local	None	Nobelium	Any	36556,80€	2008.08.11.	No
Gold Kist Inc	Local	None	Frosting	Any	14784,00€	2008.08.11.	No
ABM Industries	Local	Telecom	Media2Go	Doors,Pea	39300,80€	2008.08.11.	No
Amgen	Local	None	O'Hare	Any	29120,00€	2008.08.11.	No
Terec Inc	National	None	Tungsten	SG500,Master2	412473,66€	2008.08.11.	No
Beckman Coulter Inc	Local	Banking	Katmai	Any	90574,86€	2008.08.11.	No
Broadcom Semiconductors	Local	None	Rincon	Nenux,Pea	22400,00€	2008.08.18.	No
Valero Inc	National	Education	Nashville	Any	289766,42€	2008.08.18.	No
Brink's Ltd	Local	Military	Trafalgar	Any	43680,00€	2008.08.18.	No
Prism Data Services Ltd	Local	None	Rapier	Any	33868,80€	2008.09.01.	No
Weiner Enterprises	Local	None	Lithium	Any	42282,24€	2008.09.01.	No
CHS Inc	National	Military	Francium	Any	166600,00€	2008.09.08.	No
Trellabs	Local	None	Thames	Any	61797,12€	2008.09.15.	No

Account: 100000,00€ | Unassigned: 0 person | Local company: 0 person | Owners: [icon] | new mails: 2008. July 3.

Any of the current projects can be opened by clicking on it.

There are two main type of projects: sales (goal is to win the project) and delivery (goal is to deliver). The panel for the two is different.

Sales projects

The first page of the sales project is a status overview. Most of the work happens at the beginning, therefore the checklist helps to understand the status.

The top left panel shows the details of the project, while the top right panel has the actual task and its progress.

The offer is the technical content and the estimation, a technically skilled architect can make the best estimation.

The presentation is the impression made on customer visit, good Presentation skill helps.

For both you can assign a responsible to do the task.

Please careful, if nobody is assigned the project will not proceed!

The screenshot displays the 'Sales projects' interface in the Entrepreneur software. The top navigation bar includes 'Menu', 'Emails', 'Projects', 'Calendar', 'Company', and 'Internet'. The right side of the bar shows 'Week', 'Day', and the 'Entrepreneur' logo.

Left Panel (Project Details):

- Customer: [WPS Resources Inc.](#) Name: **Softled**
- Status: **New** Industry: **HealthCare** Difficulty: **Difficult**
- Start date: **2008.12.07** Deadline: **2009.02.05** Response unit: **2008.09.30**
- Budget: **22400,00€** Modules: **Service, Web**
- Technology: **Any**
- Speciality: **Mission critical**

Right Panel (Task Overview):

The schedule and plan is ready, now somebody must prepare the offer.
Next: Offer is 15%

Sign application and send to the customer

Checklist Section:

- Work started ☒
- Estimation ready ☒
- Schedule ready ☒
- Offer ready ☐
- Application sent to Customer ☐
- Presentation delivered ☐

Task Assignment:

- Offer: 15% Responsible: [Marc Buckner](#) [Assign]
- Presentation: Not started Responsible: [\[none\]](#) [Assign]

Text Note:

The estimated budget for the project is 22400,00€. They won't be happy if you want more money.

Image: A man in a suit and tie, looking thoughtful, with a faint background image of a person in a white lab coat.

Bottom Status Bar:

Account: 90419,58€ | Unassigned: 10 person | Local company: 20 person | Owners: [icon] | 22 new mails | 2008. augustus 11.

The technical information page is about the technology architecture of the solution. You can select a technology for each platform and for each tool/database, or ask the architect to recommend.

The best if the architect is master of the selected technology. The competition might offer a different solution, and customers have likes and dislikes of technologies.

Here also select the development methodology. Different methodology has different benefits and drawbacks, and they will result in completely different schedule.

The screenshot displays the 'Entrepreneur' software interface. The top navigation bar includes 'Menu', 'Emails', 'Projects', 'Calendar', 'Company', and 'Internet'. The right side of the bar shows 'Week', 'Day', and the 'Entrepreneur' logo.

The main content area is divided into several sections:

- Customer Information:**
 - Customer: WPS Resources Inc
 - Name: Softsied
 - Status: New
 - Industry: HealthCare
 - Difficulty: Difficult
 - Start date: 2008.12.07
 - Deadline: -
 - Response until: 2008.09.30
 - Budget: 22400,00€
 - Modules: Service, Web
 - Technology: Any
 - Specialty: Mission critical
- Next Steps:**
 - New business opportunity. Try to outline your solution.
 - Next: Waiting for your architecture decision
 - Buttons: 'Start to work on this project' and 'Sign application and send to the customer'
- Technical Information Tab:**
 - Modules to develop: Service, Web
 - Project difficulty: Difficult
 - Methodology: Waterfall (dropdown)
 - Architect: Edna Boyd (dropdown)
 - Buttons: 'Select' and 'Recommend Architecture'
- Service Details:**
 - Platform: Doors (dropdown)
 - Technology: Visual Box (dropdown)
 - Experts: 1 experts, average level is 2
 - Architect: Level 0
 - Level 3

The bottom status bar shows: Account: 100000,00€, Unassigned: 10 person, Local company: 10 person, Owners, 9 new mails, 2008, July 7.

The Proposed Schedule page shows the project schedule with tasks and deadlines. You can zoom to days, weeks or months. For easier use the schedule always uses straight forward Finish-to-Begin dependencies.

During Offering phase you can set, which type of estimation you want.

Optimistic plan assumes everything goes fine, but there even the smallest issue can derail it.

Pessimistic plan is more careful, it is much more accurate but takes longer time.

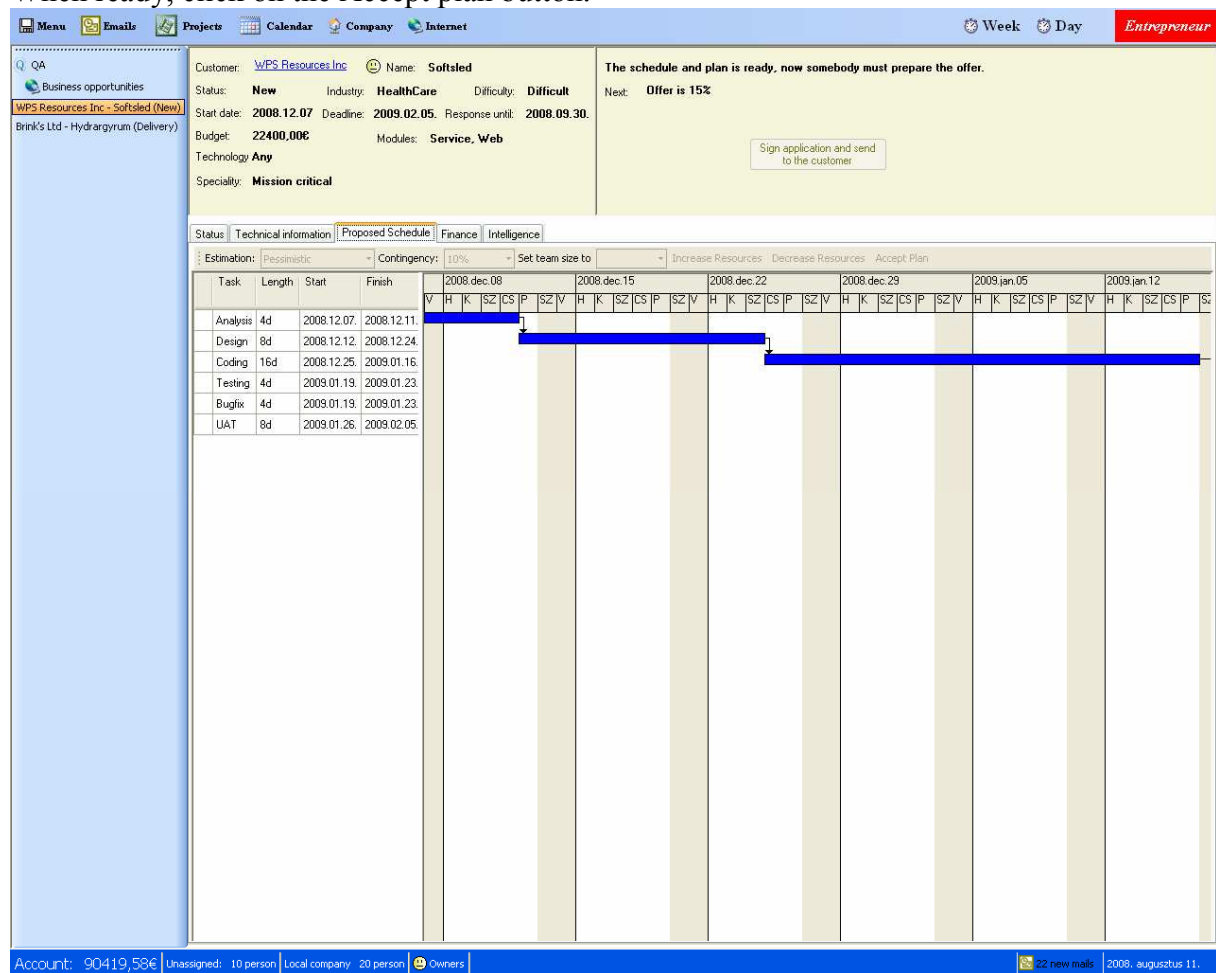
Feasible optimistic plan is the most optimistic plan which still has high chance to happen.

Contingency rate used to extend each task. The tasks normally should finish at their end by 0% contingency – but life is life.

Team size can be defined here, and the schedule is calculated according to this one.

During execution phase you can always speed up the work by adding more people, or slowing it down by removing employees.

When ready, click on the Accept plan button.



The Finance page contains an overview of the financial aspects of the project. This is very important because you want to make money after all!

The schedule and team size will tell you how many engineer days required to complete the project (or sometimes called FTE or Full Time Equivalent).

Contingency comes over it.

License fee depends on the selected technology (Open Source is free).

The sum of the above will give the total cost or total effort to complete.

After setting the profit margin, the final price (your offer) is calculated.

The screenshot displays the 'Entrepreneur' software interface. The top navigation bar includes 'Menu', 'Emails', 'Projects', 'Calendar', 'Company', and 'Internet'. The right side of the header shows 'Week', 'Day', and the 'Entrepreneur' logo. The main content area is divided into a left sidebar with 'QA' and 'Business opportunities' sections, and a central workspace. The workspace shows project details for 'WPS Resources Inc - Softsied (New)' with a status of 'New' and industry 'HealthCare'. Key dates include 'Start date: 2008.12.07', 'Deadline: 2009.02.05', and 'Response until: 2008.09.30'. The budget is '13025,17€' and modules are 'Service, Web'. The 'Finance' tab is active, showing a table of financial metrics: Start date (2008.12.07), Estimated end date (2009.02.05), Days (60 days), Quoted mandays (42,35 manday), Team size (1 person), Contingency (10%), Daily price (233), Price/Mandays (9867,55€), Licensee Fee (1973,51€), Total Cost (11841,06€), Profit margin (10%), Expected profit (1184,11€), Quote (13025,17€), and Deadline (2009.02.05). A small image of a hand writing on a notepad is visible on the right. The bottom status bar shows 'Account: 90419,58€', 'Unassigned: 11 person', 'Local company: 21 person', 'Owners', '28 new mails', and the date '2008. augustus 25'.

Financial Overview	
Start date:	2008.12.07.
Estimated end date:	2009.02.05.
Days:	60 days
Quoted mandays:	42,35 manday
Team size:	1 person
Contingency:	10%
Daily price:	233
Price/Mandays:	9867,55€
Licensee Fee:	1973,51€
Total Cost:	11841,06€
Profit margin:	10%
Expected profit:	1184,11€
Quote:	13025,17€
Deadline:	2009.02.05.

The Intelligence page gives you some hint what the other candidates are offering. You can adjust your offer to match or counter them.

The screenshot shows the Entrepreneur software interface. The top navigation bar includes Menu, Email, Projects, Calendar, Company, and Internet. The right side of the bar shows Week, Day, and the Entrepreneur logo. The main content area is divided into several panels. The top left panel shows a list of business opportunities, with 'WPS Resources Inc - Softsied (New)' selected. The top right panel displays project details: Customer: WPS Resources Inc, Name: Softsied, Status: New, Industry: HealthCare, Difficulty: Difficult, Start date: 2008.12.07, Deadline: 2009.02.05, Response until: 2008.09.30, Budget: 13025.17€, Modules: Service, Web, Technology: Any, and Speciality: Mission critical. The bottom right panel shows the Intelligence page, which includes a table of competitors and their relationship, references, and technology.

Competitor	Relationship	References	Technology
Expeditors Intl of Washington	2	Doors,Pea	
Shah Smith and Associates	10	Doors,Pea	
Dotnet Inc.	0	Doors,Visual Box	

The bottom status bar shows Account: 90419,58€, Unassigned: 11 person, Local company: 21 person, Owners, 28 new mails, and the date 2008. augustus 25.

After you have won the project, the signing of the contract will change it into delivery project.

Delivery projects

With delivery projects your goal is to complete it within the agreed time and cost. The delivery projects start at Initiate phase, where you can assign employees and plan the work. Please note that between contract signing and planned kick-off there is some time for exactly this reason.

On the top of a delivery project you can see the project details on the top left panel. The top center panel contains the architecture which you have recommended in your offer, but now it is not changeable. The top right panel shows the health of the project similarly to QA.

The Status report page lists the current risks and has a copy of latest weekly report. The weekly report summarizes current activities and progress. You can set up weekly meetings on this page, set up kick off or launch the software.

Menu Emails Projects Calendar Company Internet Week Day Entrepreneur

Customer: Brink's Ltd Name: Hydrargyrum Architecture: Server, Nenux, Visual Box

Status: Delivery Industry: Military Difficulty: Moderate

Start date: 2008.07.28 Deadline: 2008.09.08 Act. compl. date: 2008.09.08

Budget: 29,156/44884,23€ Modules: Server

Technology: Nenux, Visual Box

Speciality: Documentation required, Training required

Project metrics: Time Cost Resources Scope Quality Actions

Next status meeting: 2008.08.08. 9:00:00

Status report Schedule Resources Team Timesheet Finance Deliverables Project documents

Risks: Status report on 2008.08.01. Auto schedule Status meeting Auto schedule Go live

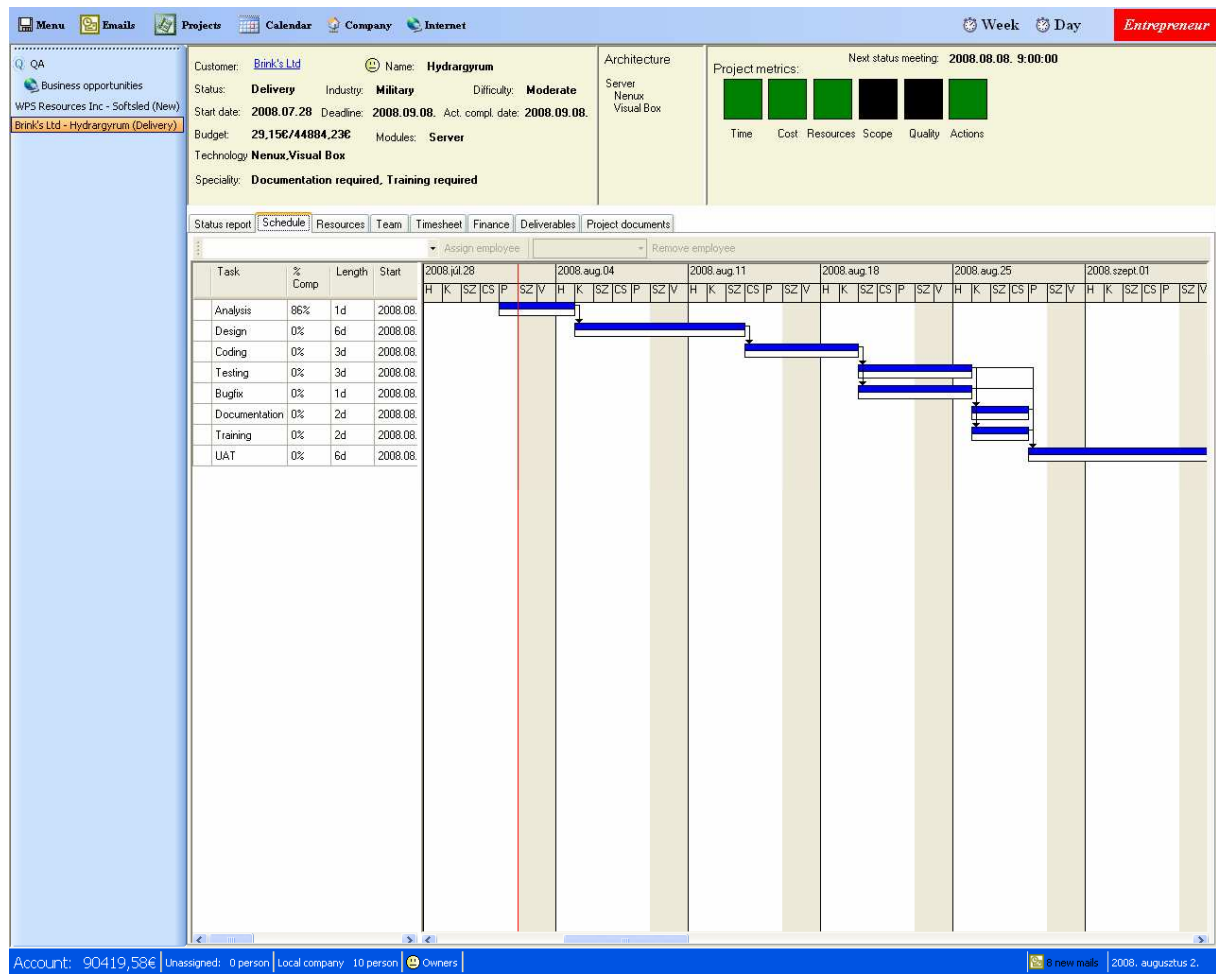
Risk	Chance
Estimation error	0%
Decision delay	20%
Scope gap	7%
Parts delay	NA
Scope creep	20%
Sw defect	NA
Dependency change	1%
Integration defect	NA
Sw quality	NA
Risk of training	NA
Risk of documentation	NA
Risk of Go live	NA

Dotnet Inc. Weekly Report

Project:	Hydrargyrum			
Period:	2008.07.25. - 2008.08.01.			
Distribution	Árpi, Brink's Ltd			
Accomplished during last week	Task	Team member	Due Date	% Complete
	Analysis	Anna Massman, William Ereksan, Luis Schuster, Richard Williams, Cindy Lockard, Harry Kelly, Harold Paynter, Edna Boyd, Tony Barr, Michelle Werley	2008.08.01.	100%
	Design	Anna Massman, William Ereksan	2008.08.13.	0%
Planned activities in the next week	Description	Team member	Due Date	
	Design	Anna Massman, William Ereksan	2008.08.13.	
Comments	Project is going as planned			

Account: 90419,58€ Unassigned: 0 person Local company: 10 person Owners: 3 new mails 2008. augustus 2.

The Schedule page shows the tasks with their current start and end dates and lengths, also with their original planned length. The red line is today. The schedule can be zoomed to days, weeks or months.



The Resources page lists all tasks and all assigned employees, you can select who does what. At the bottom the available non-assigned employees can be easily added to the project. By doing it automatically the employee will do only the tasks which are fit for his/her job title.

Assign to all task means the person must do everything even if not trained in a task.

Menu Emails Projects Calendar Company Internet Week Day Entrepreneur

QA
Business opportunities
WPS Resources Inc - Softsled (New)
Brink's Ltd - Hydragrym (Initiation)

Customer: **Brink's Ltd** Name: **Hydragrym** Architecture: **Server**
Status: **Initiation** Industry: **Military** Difficulty: **Moderate** **Nexus**
Start date: **2008.12.14** Deadline: **2009.02.03** Act. compl. date: **2009.01.21** **Visual Box**
Budget: **0,006/44884,236** Modules: **Server**
Technology: **Nexus, Visual Box**
Specialty: **Documentation required, Training required**

Project metrics: Next status meeting: **not scheduled**
Time Cost Resources Scope Quality Actions
Task: Analysis has no resources. Conduct a kick-off meeting to start the work. Status meeting is not scheduled.

Status report Schedule Resources Team Timesheet Finance Deliverables Project documents

Task	Length	Start	Finish	Completed	Luis Schuster Jr. Doors Admin	Richard Williams Miracle DBA	Cindy Lockard Master2 DBA	Hany Kelly Jr. Nexus Admin	Harold Paynter Sr. DoorsDB DBA	Edna Boyd Visual Box Developer	Tony Barr Sr. DoorsDB DBA	Michelle Wei Jr. Miracle DBA
Analysis	3d	2008.12.14	2008.12.17	0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Design	6d	2008.12.18	2008.12.26	0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coding	3d	2008.12.29	2009.01.01	0%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Testing	3d	2009.01.02	2009.01.07	0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bugfix	1d	2009.01.02	2009.01.07	0%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Documentation	2d	2009.01.08	2009.01.12	0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training	2d	2009.01.08	2009.01.12	0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UAT	6d	2009.01.13	2009.01.21	0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Resources: ☒ Unassigned employees only

Name	Position	Rate	Assignment	Skills
Anna Massman	Sales consultant	3,70€/hour	Unassigned	Government 5, Customer relationship 2, Nexus 1, Manufacturing 0, Scribe 0
William Erikson	Sr. Sales consultant	7,40€/hour	Unassigned	Affiliation 9, Architect 4, SG500 2, Manufacturing 1, DoorsDB 0, Pea 0

Account: 100000,00€ Unassigned: 10 person Local company: 10 person Owners: 7 new mails 2008, júlús 28.

On the Team page you can see the software developer team, their team status, and you can talk to them.

Also you can see the overtime status - yes you can ask the team do a little or a much overtime, for a shorter or longer time.

But be careful using it: weekend work makes the people tired, not to mention the negative effect on morale. If the hard times goes too long, they will get upset and leave the company. However sometimes you have no other choice to finish in time.

The screenshot displays the Entrepreneur software interface. The top navigation bar includes Menu, Email, Projects, Calendar, Company, and Internet. The right side of the header shows Week and Day views, and the Entrepreneur logo. The main content area is divided into several sections:

- Customer:** Brink's Ltd
- Name:** Hydrargyrum
- Status:** Initiation
- Industry:** Military
- Difficulty:** Moderate
- Architecture:** Server, Nenux, Visual Box
- Start date:** 2008.12.14
- Deadline:** 2009.02.03
- Act. compl. date:** 2009.01.21
- Budget:** 0.006/44884.236
- Modules:** Server
- Technology:** Nenux, Visual Box
- Speciality:** Documentation required, Training required

Project metrics are shown with a bar chart and a table:

Time	Cost	Resources	Scope	Quality	Actions

Next status meeting: not scheduled

Task Analysis has no resources. Conduct a kick-off meeting to start the work. Status meeting is not scheduled.

The Team tab is selected, showing the Hydrargyrum dev team:

- Luis Schuster (Jr. Doors Admin)
- Richard Williams (Miracle DBA)
- Cindy Lockard (Master2 DBA)
- Harry Kelly (Jr. Nenux Admin)
- Harold Painter (Sr. DoorsDB DBA)

Buttons for "Talk to team" and "Some problems in the team" are visible. The Overtime section shows options for No overtime, Little overtime, Work on evenings, and Work on weekends.

The bottom status bar displays: Account: 100000,00€, Unassigned: 10 person, Local company: 10 person, Owners, 7 new mails, 2008. júl. 28.

The Timesheet keeps track of spent time on the project by employees. Each employee has a cost (their salary), so you can see the total money spent on the project.

Please do not let the people burn time on the project without having result, otherwise the project becomes your ticket to bankrupt!

The screenshot displays the 'Entrepreneur' software interface. The top navigation bar includes 'Menu', 'Emails', 'Projects', 'Calendar', 'Company', and 'Internet'. The main header shows 'Week' and 'Day' views, and the 'Entrepreneur' logo. The left sidebar contains a search bar and a list of projects, with 'Brink's Ltd - Hydrargyrum (Delivery)' selected.

The main content area shows project details for 'Hydrargyrum':

- Customer: Brink's Ltd
- Name: Hydrargyrum
- Status: Delivery
- Industry: Military
- Difficulty: Moderate
- Start date: 2008.07.28
- Deadline: 2008.09.08
- Act. compl. date: 2008.09.08
- Budget: 29,156/44884,23€
- Modules: Server
- Technology: Nexus, Visual Box
- Specialty: Documentation required, Training required

Project metrics are shown as a bar chart with five categories: Time, Cost, Resources, Scope, and Quality. The 'Next status meeting' is scheduled for 2008.08.08 at 9:00:00.

The 'Timesheet' tab is active, showing a table of employee time entries for the period from 2008.07.28 to 2008.08.02. The table includes columns for Name, Date, Task, Hours, and Cost.

Name	Date	Task	Hours	Cost
Luis Schuster	2008.08.01	Analysis	11	30,54€
Richard Williams	2008.08.01	Analysis	11	40,72€
Anna Massman	2008.08.01	Analysis	11	40,72€
William Erikson	2008.08.01	Analysis	11	81,44€
Cindy Lockard	2008.08.01	Analysis	8	29,62€
Hany Kelly	2008.08.01	Analysis	8	22,21€
Harold Paynter	2008.08.01	Analysis	11	81,44€
Edna Boyd	2008.08.01	Analysis	11	40,72€
Tony Barr	2008.08.01	Analysis	11	81,44€
Michelle Werlev	2008.08.01	Analysis	11	30,54€
Total			104	479,40€

The bottom status bar shows account information: Account: 90419,58€, Unassigned: 0 person, Local company: 10 person, Owners: 1, 8 new mails, and the date 2008.08.02.

On the Finance page you can compare costs to budget (the price tag agreed with customer).

Menu Email Projects Calendar Company Internet Week Day Entrepreneur

QA
Business opportunities
WPS Resources Inc - Softsided (New)
Brink's Ltd - Hydrargyrum (Delivery)

Customer: [Brink's Ltd](#) Name: **Hydrargyrum** Architecture: Server, Nenux, Visual Box
Status: **Delivery** Industry: **Military** Difficulty: **Moderate**
Start date: **2008.07.28** Deadline: **2008.09.08** Act. compl. date: **2008.09.08**
Budget: **29,156/44884,23€** Modules: **Server**
Technology: **Nenux, Visual Box**
Speciality: **Documentation required, Training required**

Project metrics: Next status meeting: **2008.08.08 9:00:00**
Time Cost Resources Scope Quality Actions

Status report Schedule Resources Team Timesheet **Finance** Deliverables Project documents

Name	Hours	Rate	Amount
Salary expense			29,156
Luis Schuster	40	2,78€/hour	111,06€
Richard Williams	40	3,70€/hour	148,08€
Anna Massman	192	3,70€/hour	710,77€
William Erekson	192	7,40€/hour	1421,54€
Cindy Lockard	40	3,70€/hour	148,08€
Harry Kelly	40	2,78€/hour	111,06€
Harold Paynter	40	7,40€/hour	296,15€
Edna Boyd	40	3,70€/hour	148,08€
Tony Barr	40	7,40€/hour	296,15€
Michelle Welfey	40	2,78€/hour	111,06€
Total			3531,17€
Budget			44884,23€

Account: 90419,58€ Unassigned: 0 person Local company: 10 person Owners 8 new mails 2008. augustus 2.

The Deliverables lists the items you must complete for the successful launch. The software itself is the most important one, it has a beta (works but not fully ready) and a final release (fully ready).

Sometimes the customer wants documentation or training.

The screenshot displays the 'Entrepreneur' software interface. At the top, there is a navigation bar with icons for Menu, Email, Projects, Calendar, Company, and Internet. The main header area shows the project name 'Hydrargyrum' and various details: Customer: Brink's Ltd, Status: Delivery, Industry: Military, Difficulty: Moderate, Start date: 2008.07.28, Deadline: 2008.09.08, Act. compl. date: 2008.09.08, Budget: 29,156/44894,236, Modules: Server, Technology: Nenux.Visual Box, and Speciality: Documentation required, Training required. The 'Project metrics' section shows a bar chart with five bars labeled Time, Cost, Resources, Scope, and Quality, with a 'Next status meeting' on 2008.08.08 at 9:00:00. Below this, there are tabs for Status report, Schedule, Resources, Team, Timesheet, Finance, Deliverables, and Project documents. The 'Deliverables' tab is active, showing a 'Project deliverables and Go Live Checklist' with four items: Software (beta release), Documentation, Training, and Software (final release), each with an unchecked checkbox. To the right of the checklist is a photograph of a hand inserting a CD into a computer's optical drive. The bottom status bar shows account information: Account: 90419,58€, Unassigned: 0 person, Local company: 10 person, Owners: 1, 8 new mails, and the date 2008. augustus 2.

The Project Documents page shows the documents or notes created during the project.

The screenshot displays the Entrepreneur software interface. The top navigation bar includes Menu, Email, Projects, Calendar, Company, and Internet. The right side of the bar shows Week and Day views, and the Entrepreneur logo.

The main content area is divided into several sections:

- Left sidebar:** Contains a search bar with 'QA' and a list of business opportunities, including 'WPS Resources Inc - Softsided (New)' and 'Brink's Ltd - Hydrargyrum (Delivery)'.
- Project details:** Displays information for the 'Hydrargyrum' project, including Customer (Brink's Ltd), Status (Delivery), Industry (Military), Difficulty (Moderate), Start date (2008.07.28), Deadline (2008.09.08), Act. compl. date (2008.09.08), Budget (29,156/44884,23€), Modules (Server), Technology (Nexus, Visual Box), and Speciality (Documentation required, Training required).
- Project metrics:** Shows a bar chart with five bars representing Time, Cost, Resources, Scope, and Quality. The next status meeting is scheduled for 2008.08.08 at 9:00:00.
- Project documents:** A table listing documents created during the project.

Document	Date	Author
Contract	2008.07.07	Brink's Ltd
Kick-off meeting report	2008.07.28	Arpi
Software Requirement Specification	2008.08.01	Luis Schuster, Richard Williams, Anna Massman, William Ereksan, Cindy Lockard, H
Status report 2008.08.01	2008.08.01	Arpi

The bottom status bar shows the account number 90419,586, the number of unassigned persons (0), local company persons (10), and owners (1). It also indicates 9 new mails and the date 2008. augustus 2.

Company toolbar

By clicking on Company button the Company toolbar appears on the left side to provide full control over the company as CEO.

The first item is the profile of your company. You can change its name, your name.

The company value represents the company culture – the mindset which treated as value. People with similar personality will like you and enjoy the work here, other might find it too embarrassing and less motivated.

The company location is the market (local, national or international) which you are working on. The startup company stays in a garage. After fulfilling the conditions you can move to bigger office and reaching broader range of customers, however larger office costs more. Do not move as long as you cannot afford it!

The screenshot displays the 'Company' section of the Entrepreneur game interface. The top navigation bar includes Menu, Email, Projects, Calendar, Company, and Internet. The right side shows 'Week' and 'Day' views, and the 'Entrepreneur' logo.

Company toolbar (left sidebar):

- Profile
- Finance
- Employees
- Organization
- Recruitment
- Public relations
- Training
- References
- Public view
- Shareholders

Main Content Area:

Company name: Dotnet Inc.

Player name: Arpi

Company values:

- Busy, Very teamplayer, Imaginary, Very confident
- Creativity:
- Teamplayer:
- Imaginary:
- Careful:

Business Plan

Account	Last Year	Current Year	Next Year Plan
Office	0,00€	0,00€	0
Salary	0,00€	0,00€	0
SoftwareDelivery	0,00€	0,00€	0
Bank	0,00€	0,00€	0
Other	0,00€	0,00€	0
Total	0,00€	0,00€	0,00€

Company location:

Market accessible: **Local**

Monthly rent: **120,00€/person**

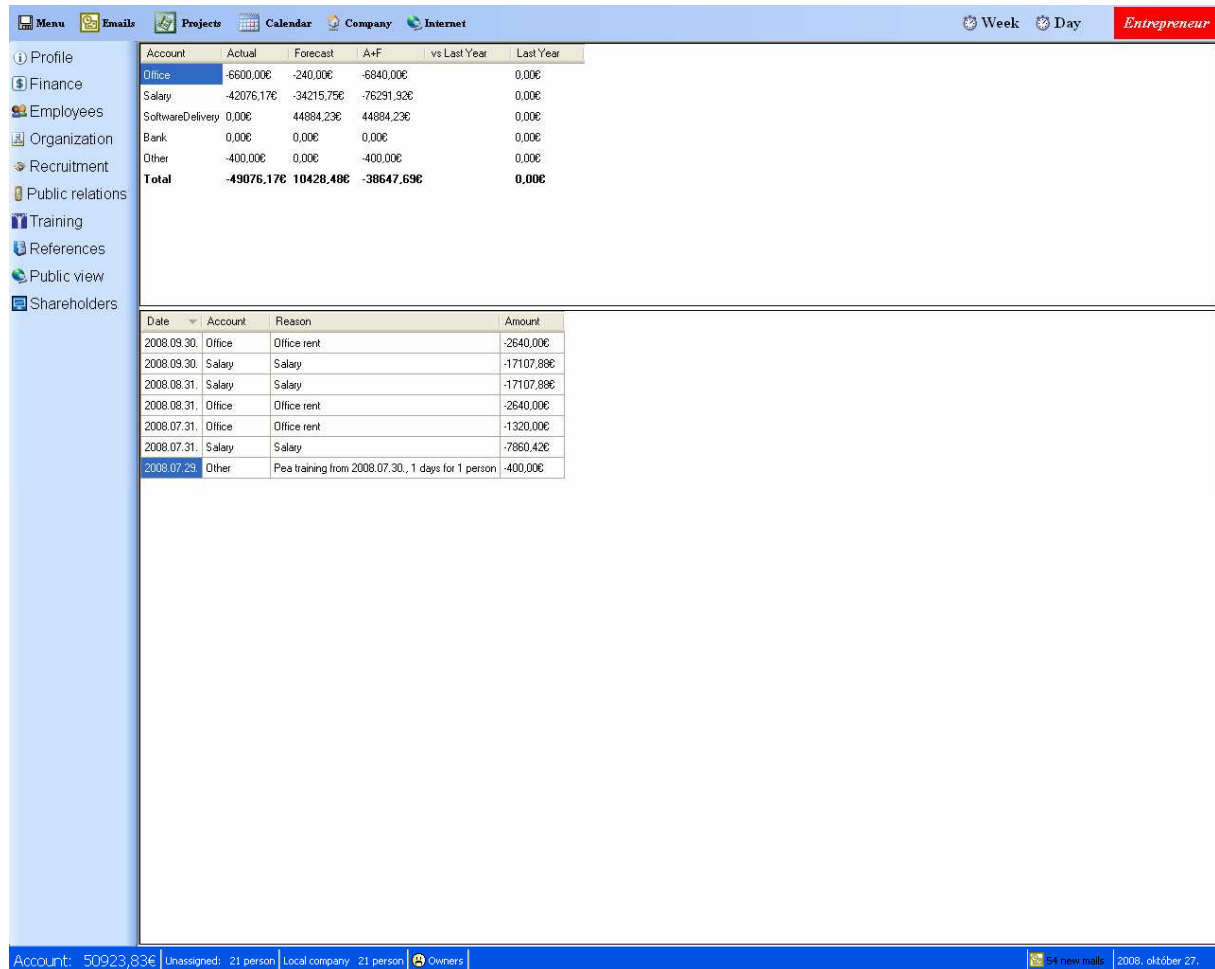
You must have 10 employees and 3 projects finished to go national.
Office rent will increase to 200,00€/person

Status Bar (bottom):

Account: 100000,00€ | Unassigned: 0 person | Local company: 0 person | Owners: | 2006, July 3.

The Finance page has the account statement at the bottom including all payments and invoices.

The top panel shows the book actual, forecast for the rest of the year, end-of-year forecast (A+F or Actual+Forecast), last year results and comparing to last year.



The screenshot shows the Entrepreneur software interface. The top navigation bar includes Menu, Email, Projects, Calendar, Company, and Internet. The right side of the top bar shows Week, Day, and the Entrepreneur logo. The left sidebar contains a list of modules: Profile, Finance, Employees, Organization, Recruitment, Public relations, Training, References, Public view, and Shareholders. The main content area is divided into two panels. The top panel displays a summary table with columns: Account, Actual, Forecast, A+F, vs Last Year, and Last Year. The bottom panel displays a detailed transaction table with columns: Date, Account, Reason, and Amount.

Account	Actual	Forecast	A+F	vs Last Year	Last Year
Office	-6600,00€	-240,00€	-6840,00€		0,00€
Salary	-42076,17€	-34215,75€	-76291,92€		0,00€
SoftwareDelivery	0,00€	44894,23€	44894,23€		0,00€
Bank	0,00€	0,00€	0,00€		0,00€
Other	-400,00€	0,00€	-400,00€		0,00€
Total	-49076,17€	10428,48€	-38647,69€		0,00€

Date	Account	Reason	Amount
2008.09.30.	Office	Office rent	-2640,00€
2008.09.30.	Salary	Salary	-17107,88€
2008.09.31.	Salary	Salary	-17107,88€
2008.08.31.	Office	Office rent	-2640,00€
2008.07.31.	Office	Office rent	-1320,00€
2008.07.31.	Salary	Salary	-7860,42€
2008.07.29	Other	Pea training from 2008.07.30., 1 days for 1 person	-400,00€

Account: 50923,83€ | Unassigned: 21 person | Local company: 21 person | Owners | 54 new mails | 2008. oktober 27.

Please always check the end-of-year forecast, and do something if it gets negative! The forecast should be always positive, because you should make, not lose money. The forecast gets more and more accurate as you are closer to year end.

The Employees page lists all of your employees from different aspects, like payroll, HR, assignment, resource plan, skill matrix or personality. You can open their profile and talk to them.

Name	Position	Assignment	Joined	Salary	Rate
Luis Schuster	Jr. Doors Admin	Hydrargurum	2008.07.07.	5775.00€	2.79€/hour
Richard Williams	Miracle DBA	Hydrargurum	2008.07.07.	7700.00€	3.70€/hour
Anna Massman	Sales consultant	Unassigned	2008.07.07.	7700.00€	3.70€/hour
William Erekson	Sr. Sales consult.	Unassigned	2008.07.07.	15400.00€	7.40€/hour
Cindy Lockard	Master2 DBA	Hydrargurum	2008.07.07.	7700.00€	3.70€/hour
Harv Kelly	Jr. Nenux Admin	Hydrargurum	2008.07.07.	5775.00€	2.79€/hour
Harold Painter	Sr. DoorsDB DBA	Hydrargurum	2008.07.07.	15400.00€	7.40€/hour
Edna Boyd	Visual Box Devel.	Hydrargurum	2008.07.07.	7700.00€	3.70€/hour
Tony Bar	Sr. DoorsDB DBA	Hydrargurum	2008.07.07.	15400.00€	7.40€/hour
Michelle Warley	Jr. Miracle DBA	Hydrargurum	2008.07.07.	5775.00€	2.79€/hour

Account: 100000,00€ | Unassigned: 2 person | Local company: 10 person | Owners | 7 new mails | 2008. jūlius 29.

The Organization page shows the current organization structure of the company, starting from you as CEO.

The employees form teams. You can talk to the whole team or talk to a selected individual.

The screenshot displays the 'Entrepreneur' software interface. At the top, a navigation bar includes icons for Menu, Emails, Projects, Calendar, Company, and Internet, along with 'Week' and 'Day' view toggles and the 'Entrepreneur' logo. A left sidebar lists navigation options: Profile, Finance, Employees, Organization (selected), Recruitment, Public relations, Training, References, Public view, and Shareholders. The main content area shows the organizational chart starting with 'Apri CEO'. Below the CEO are two teams: 'Hydrargyrum dev team' and 'Unassigned'. The 'Hydrargyrum dev team' lists several members with their roles and a 'Talk to team' button. The 'Unassigned' team lists two members with their roles and a 'Talk to team' button. A status bar at the bottom provides account information, including balance, employee counts, and a date.

Menu Emails Projects Calendar Company Internet Week Day Entrepreneur

Profile Finance Employees Organization Recruitment Public relations Training References Public view Shareholders

Apri CEO

Hydrargyrum dev team

- Luis Schuster (Jr. Doors Admin)
- Richard Williams (Miracle DBA)
- Cindy Lockard (Master2 DBA)
- Harv Kelly (Jr. Nexus Admin)
- Harold Painter (Sr. DoorsDB DBA)
- Edna Boyd (Visual Box Developer)
- Tony Barr (Sr. DoorsDB DBA)

Talk to team

Some problems in the team

Unassigned

- Anna Massman (Sales consultant)
- William Erikson (Sr. Sales consultant)

Talk to team

Account: 100000,00€ Unassigned: 2 person Local company: 10 person Owners 7 new mails 2008, júlíus 29.

If you want to recruit new employees, go to the Recruitment page.

The top left panel allows you to select the desired job title, salary range and required skill levels. Selecting the job title sets default skill requirements and current market price of a employee.

After the selection you can place the advertisement and wait for candidates.

The bottom left panel shows the current job advertisements and the closed advertisements. You can select them and see candidates on the top right panel.

Candidates can be interviewed, after the interview you can see their detailed profile and receive an evaluation from HR. Note that HR is doing personality checking! You are responsible to make final decision.

Selected candidates can be rejected or make an offer.

Current offers are on the bottom right panel. Candidates needs time to think over and accept. If they receive another offer meanwhile, they will go to the better company.

The screenshot displays the 'Entrepreneur' recruitment software interface. The top navigation bar includes icons for Menu, Email, Projects, Calendar, Company, and Internet, along with 'Week' and 'Day' views and the 'Entrepreneur' logo. A left sidebar lists various management functions: Profile, Finance, Employees, Organization, Recruitment, Public relations, Training, References, Public view, and Shareholders. The main workspace is divided into several panels:

- New recruitment:** A form for creating a new job advertisement. It includes fields for Position (currently set to '(none)'), Salary Range (0 to 99999), Start immediately (checkbox), Requirement (dropdown), and Level (1). A 'Place Ad' button is at the bottom right.
- Candidates:** A table showing candidates for the 'Developer' position. The table has columns for Name, Age, Role, Required salary, Interviewed, and HR view. Two candidates are listed: Glenda Smith (33, Developer, 7700.00€, Scheduled) and Jimmy Alford (34, Developer, 8944.52€, Made offer). Below the table are buttons for 'Make offer', 'Interview', 'Watch Resume', and 'Reject Candidate'.
- Current openings:** A section showing a job opening for a 'Developer' position. It includes a small image of a document and text: 'Developer', 'Expires on 2008.08.03.', 'Tools 2', and '61.60.00€-9240.00€'.
- Offers and recruits:** A table with columns for Name, Position, Salary, Status, and Start date, currently empty.

The bottom status bar shows account information: 'Account: 100000.00€', 'Unassigned: 2 person', 'Local company: 10 person', and 'Owners'. It also indicates '7 new mails' and the date '2008. júl. 29.'.

On the Public Relations page you can see the public perception of your company and the recent news associated with you.

Public events can be organized for a fee, it will improve public recognition.

The screenshot displays the Entrepreneur software interface. The top navigation bar includes icons for Menu, Emails, Projects, Calendar, Company, and Internet, along with Week and Day view toggles and the Entrepreneur logo. A left sidebar lists various management categories: Profile, Finance, Employees, Organization, Recruitment, Public relations (highlighted), Training, References, Public view, and Shareholders. The main content area is divided into three sections. The top section, 'Your recognition', features a green bar chart and text indicating the company is 'Known as a usual company, not specially good or bad.' It also includes a 'Media event' box with a price of 100,000 and an 'Organize' button. The middle section, 'Your company in the news', displays a news item from 'LOCALBUSINESS' dated 2008, July 7, about a contract signed between Brink's Ltd and Dotnet Inc. The bottom status bar shows account details: Account: 100000,00€, Unassigned: 2 person, Local company: 10 person, Owners, 7 new mails, and the date 2008, July 29.

The Training page allows you to send selected employees to training, which will improve their skill in the training subject.

Self learning is free, the employee will spend the time reading books, practicing or looking after articles on the internet.

Internal training means that a group of employees come together and the best of the group will train the rest. It is free and effective way of learning, however it is limited by the trainer's skill level, and the trainer will not improve anything at all.

Training course is expensive, but gives the greatest improvement and unlimited.

Please remember that some employees joined to the company in order to learn new thing. If you do not provide training opportunity, they will be upset and leave.

Also please note that training always have a cost. Even the self training does, because you must pay the salary of the employee without getting anything. Too much training will ruin your packet.

The screenshot shows the 'Training' page in the Entrepreneur software. The top menu bar includes 'Menu', 'Emails', 'Projects', 'Calendar', 'Company', and 'Internet'. The left sidebar has links for 'Profile', 'Finance', 'Employees', 'Organization', 'Recruitment', 'Public relations', 'Training', 'References', 'Public view', and 'Shareholders'. The main area is split into a 'Training' form and a table of employees.

Training Form:

- Training:** Radio buttons for 'Self learning', 'Internal training', and 'Training course'.
- Skill:** A dropdown menu.
- Trainer:** A text field.
- Cost:** A text field.
- Duration:** A spinner set to '1' days.
- Send to Training:** A button.

Company event: A text area for notes.

Employee Table:

Name	Mood	Position	Skills	Training
Luis Schuster	😊	Jr. Doors Admin	Telecom 1, Customer relationship 1	Pea Training Course on 2008.07.30
Richard Williams	😊	Miracle DBA	Education 7, Miracle 3, Customer relationship 2, Testing 1, Banking 1	
Anna Massman	😊	Sales consultant	Government 5, Customer relationship 2, Nenux 1, Manufacturing 0, Scribe 0	
William Erikson	😊	Sr. Sales consultant	Affiliation 3, Architect 4, SG500 2, Manufacturing 1, DoorsDB 0, Pea 0	
Cindy Lockard	😊	Master2 DBA	Master2 2, HealthCare 1, Telecom 0, Visual Box 0	
Harry Kelly	😊	Jr. Nenux Admin		
Harold Painter	😊	Sr. DoorsDB DBA	DoorsDB 10, Military 5, Government 2, Analysis 1, Affiliation 0, Customer relationship 0	
Edna Boyd	😊	Visual Box Developer	Visual Box 3, Manufacturing 1, Scribe 0, DoorsDB 1	
Tony Barr	😊	Sr. DoorsDB DBA	DoorsDB 5, Architect 2, Doors 1, HealthCare 0	
Michelle Werley	😊	Jr. Miracle DBA	Documentation 0, Manufacturing 0	

Status Bar:

- Account: 100000,00€
- Unassigned: 2 person
- Local company: 10 person
- Owners: 1
- 7 new mails
- 2008, July 29

The Public View page shows your company as it is visible for customers and for the competition.

The screenshot displays the 'Public View' page for 'Dotnet Inc.' within the Entrepreneur software. The interface includes a top navigation bar with icons for Menu, Email, Projects, Calendar, Company, and Internet, along with 'Week' and 'Day' views and the 'Entrepreneur' logo. A left sidebar lists various management functions: Profile, Finance, Employees, Organization, Recruitment, Public relations, Training, References, Public view, and Shareholders. The main content area is titled 'Dotnet Inc.' and features tabs for Profile, Relationship, Current projects, and References. The 'Profile' tab is active, showing a 'Public view' section with a green progress bar and a description of company culture. Below this is a 'Products' section with a table header (Name, Customer, Industry, Market) and a 'News' section with a headline about a contract signed between Brink's Ltd and Dotnet Inc. On the right, a 'Profile' sidebar lists company details: Type (IT firm), Market (Local), Founded (2008.07.02), Industry (None), Employees (10), Open positions (1), Revenue (0.00€), Expense (0.00€), Profit (0.00€), and Cash (99600.00€). Below this, a 'Key people' section lists names and roles, and a 'Current projects' table shows two projects: 'Softsied' with a value of 22400.00€ and 'Hydargrum' with a value of 44884.23€. The bottom status bar shows account balance (100000.00€), assigned/unassigned counts, and the date (2008. July 29).

Menu Email Projects Calendar Company Internet Week Day Entrepreneur

Profile Finance Employees Organization Recruitment Public relations Training References Public view Shareholders

Dotnet Inc.

Profile Relationship Current projects References

About Dotnet Inc.

Public view: [Progress Bar]

Company culture is Busy, Very teamplayer, Imaginary, Very confident

Products

Name	Customer	Industry	Market
------	----------	----------	--------

News

LOCALBUSINESS
Contract signed between Brink's Ltd and Dotnet Inc.
Today Brink's Ltd and Dotnet Inc. signed a contract to develop a new software.
2008. July 7.

Profile

Type IT firm
Market Local
Founded 2008.07.02
Industry None
Employees 10
Open positions 1
Revenue 0.00€
Expense 0.00€
Profit 0.00€
Cash 99600.00€

Key people

Harold Paynter (Sr. DoorsDB DBA)
William Erekson (Sr. Sales consultant)
Richard Williams (Miracle DBA)
Anna Massman (Sales consultant)
Tony Barr (Sr. DoorsDB DBA)

Current projects

Name	Customer	Value
?Softsied	WPS Resources Inc.	22400.00€
Hydargrum	Brink's Ltd	44884.23€

Account: 100000.00€ | Unassigned: 2 person | Local company: 10 person | Owners | 7 new mails | 2008. July 29.

The Shareholders page shows everything related to shareholders if the company is not owned by you.

The first and most important is the Shareholder's mood which indicates the owner's opinion on you. If the mood is too low, you might get sacked on the spot, or during the annual shareholder meeting.

The Evaluation panel shows the major results of the company under your control in term of profit rate, revenue improvement, strategy, public relations and shareholders mood. Both the current and previous year's values are displayed.

The red value means under performing, yellow is on the target, and green is above the target. Your objective is to have more green the red values. If it fails, you might get sacked.

The shareholders evaluate the company's last year performance on every year at the beginning of the year. Here they decide about next year strategy, like increasing profit, increasing revenue, increase company size, build strategic partnership with a company or enter to new market.

The strategy is shown in the top right panel.

The shareholders might ask you do certain small things. If you fulfill them until the given deadline, their mood will improve, but if you fail it will decrease. The current requests are below the strategy.

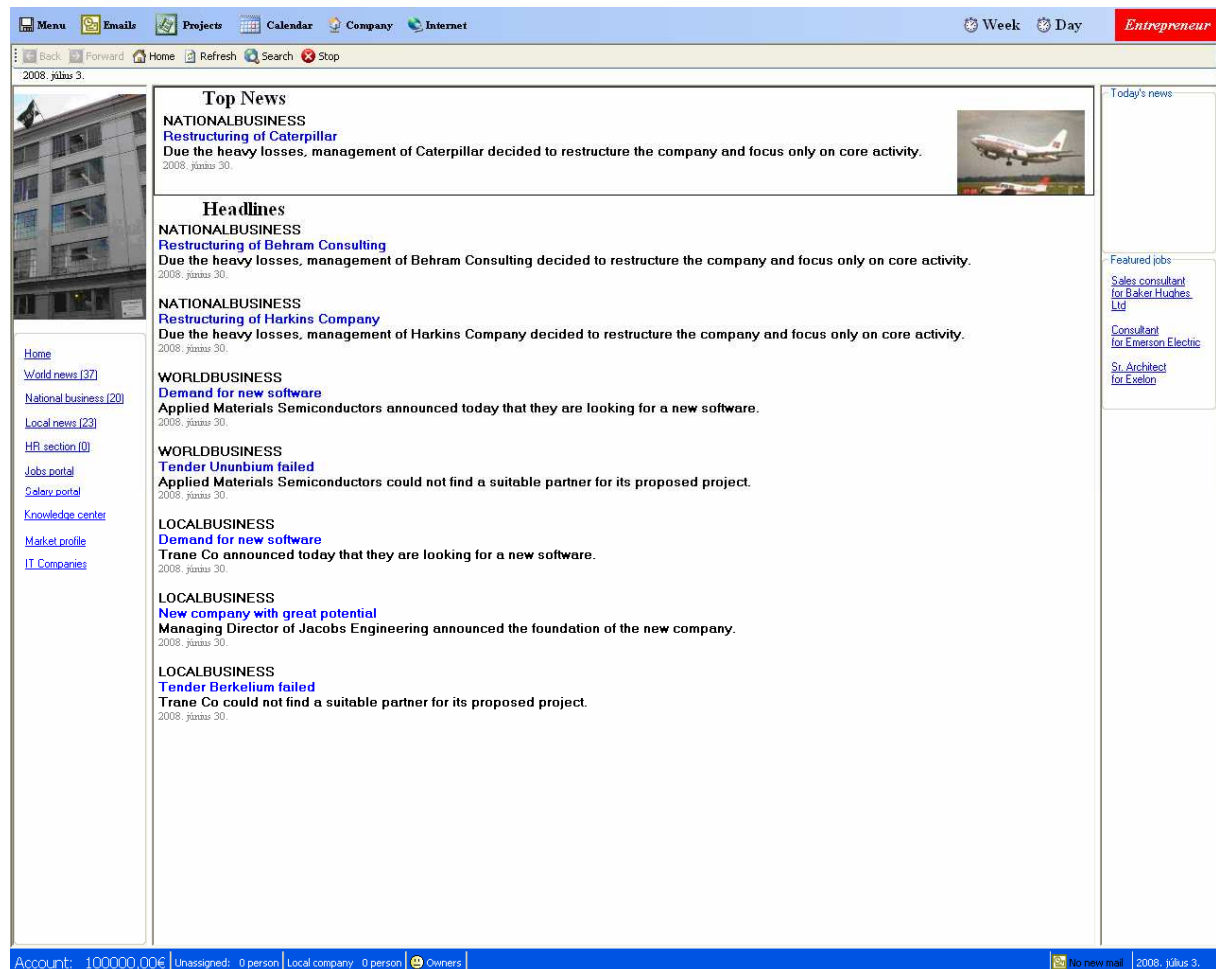
The screenshot displays the 'Shareholders' page in the Entrepreneur game. The interface includes a top navigation bar with icons for Menu, Email, Projects, Calendar, Company, and Internet, along with a 'Week'/'Day' toggle and the 'Entrepreneur' logo. A sidebar on the left lists various game categories like Profile, Finance, Employees, Organization, Recruitment, Public relations, Training, References, Public view, and Shareholders. The main content area is titled 'Shareholders' and contains several sections:

- Shareholders' mood:** A green bar indicates a positive mood, with a dropdown menu set to 'None'.
- Evaluation:** A table comparing 'Last year' and 'Current' performance across five metrics: Profit rate (0.00%), Revenue increase, Strategy, Public Relations (5), and Shareholders Mood (1). The overall 'Result is not good'.
- Requests:** A list of tasks with deadlines: 'Win project Rainier until 2008.12.22' and 'Increase Tony Bar's salary to 18480.00€ until 2008.10.31'.

At the bottom of the page, a large photograph shows a group of people in a meeting room, seated around a conference table, reviewing documents and laptops. The bottom status bar shows account information: 'Account: 70671,71€ | Unassigned: 21 person | Local company: 21 person | Owners | 11 new mails | 2008. szeptember 8.'

In-game internet portal

In 21st century the main information source is internet – so it is in Entrepreneur!
The Internet is your knowledge and resource center for everything.



When you open it, you can see current news and headlines. The news are business related, you can get information about competition, projects, customers or the economy.

The links can lead to other sites such us:

World news: List of recent global economy news.

National business: News related to national companies.

Local news: As it says.

HR Section: NA

Job portal: You can see job advertisements of your own and other companies.

Salary portal: Current salary information per position per level, employment and unemployment rate. Potential site before posting a job ad.

Knowledge Center: Library of different fictional technologies used in the game. It includes top adopters, top providers, known gurus of the technology, and market penetration of the technology.

Market profile: Profile service on market leading companies. Helps you to know your potential customers better. The profile section describes the company. The Relationship shows its relationship with other companies. Current projects shows current ongoing projects.

Business opportunities could be important for your. Software is the list of software in use, or references in other way.

IT Companies: Information about your competition.

Managing people

At different places in the game you can open profile of the employees and make interaction with them.

The profile contains the major parameters like name, gender, age, talent level (talented employee learns faster), marital status (get more sick leave if many kids), personal goal, graduation year, experience, health (get tired if works too much), salary, joining day.

Please always check Motivation and Team Cohesion. Low motivation makes the employee perform worst, and finally quit the company. High motivated people work better.

Team Cohesion makes the team fall apart and their moral goes down.

The Current work section lists the current tasks and projects.

The skills section lists the employee skills and their level.

The characteristics shows the employee personality.

Relationship matrix shows the employee relationship with others. Work together with liked people or friends goes much better.

Luis Schuster

Gender: **Male**
 Age: **28**
 Talent: **-**
 Marital status: **Married, 2 children**
 Personal goal: **Team**
 Graduate year: **2003**
 Experience: **2 year**
 Health: **Fit**
 Salary: **5775,00€/year**
 Joined on: **2008.07.07.**
 Role: **Jr. Doors Admin**
 Motivation: **Inspired**
 Team cohesion: **Some problems in the team**

Skills
 Telecom 1, Customer relationship 1

Characteristic
 Busy, Self-sufficient, Very practical, Very careful
 Creativity:
 Teampayer:
 Imaginary:
 Careful:
 Good in testing, documentation, analysis, estimation, making offer

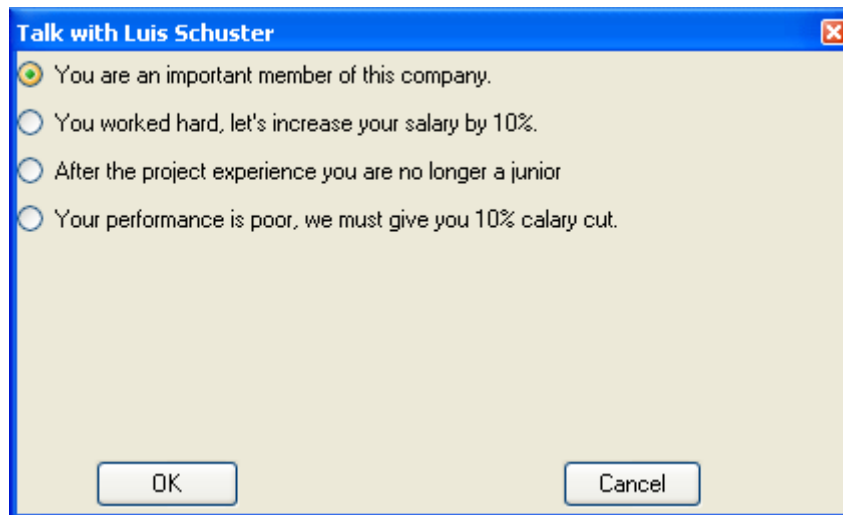
Relationship
 Richard Williams (Hate)
 Anna Massman (Dislike)
 William Erikson (Dislike)
 Cindy Lockard
 Harry Kelly (Hate)
 Harold Paynter (Hate)
 Edna Boyd
 Tony Barr
 Michelle Werley (Dislike)

Employment history
 2003.02.13. - 2004.09.26.: Jr. Sales consultant at Walgreen Inc
 2006.02.21. - 2007.07.02.: Jr. Sales consultant at Granite Inc
 2007.07.02. - 2008.06.01.: Jr. Sales consultant at EMCOR Group Engineering
 2008.07.07. - present: Jr. Doors Admin at Dotnet Inc.

Current work
Unassigned

Talk **Fire** **Close**

With the Talk button you can initiate a discussion with the employee. It takes 2 hours. No talk possible if you have no free time today.



Frequently Asked Questions

Q: I had some cash, started to hire a team, upgrade the office, then all of a sudden went bankrupt. What happened?

A: This is the typical cashflow problem. If you start hire people and upgrade the office, your expenses jump all of a sudden, and your balance becomes unstable. Be sure to hire only those people and upgrade your office only when you can pay the higher fees for a while. The Finance page gives you exact forecast, check if the future is still positive.

Q: Hired couple of good professionals, then looked for projects, but when the project arrived my team resigned. Why?

A: First of all the idle people are not motivated at all – always keep them busy. Second, when you hire a bunch of people, it takes time and work to forge them into a team. If you don't to this, they might start fighting with each other, get upset and leave the company.

Q: How can I win a project?

A: First you must have a few people who can outline a good solution and make good presentation. Start working on a few small projects and use them to create applications. Try to keep contingency and profit low. After the first successful rounds check the concurrent offers and adjust yours. After having the first successful project, focus on that market segment or on the customer to get more.

Q: Is there a multiplayer game?

A: No.

Q: What if I run out of money?

A: First, the motivation of the team falls down because you cannot pay their salary. Second, the shareholders get upset. If it continues, your team will resign and the shareholders will sack you.

Q: How do I know if somebody is overpaid or underpaid?

A: It is complex to determine if somebody is underpaid or overpaid. Morale is much more important. People tend to stay where they are happy. Only exceptions are those people who are looking for Money (check goals).

You can check the skill set and experience of your employees, then check the salary portal for their fair price.