



# Leadership Foundations Simulation



The **Leadership Foundations Simulation** is designed to develop leadership skills for employees transitioning from individual contributor to front line management and leadership roles. It challenges and helps participants to shift their mindset from that of a “doer” to that of a “leader.” The simulation experience requires participants to understand and use front line leadership skills of communication, delegation and managing work effectively.

At the conclusion of the Leadership Foundations Simulation, participants will be better able to:

- Think strategically to prioritize their actions and set clear direction for others.
- Lead and manage the work of their teams to deliver results.
- Coach and develop people to improve motivation and performance.
- Form partnerships to work effectively across organizational boundaries.
- Communicate effectively up, down and across in an organization.
- Focus on customer needs to deliver products and service that exceed their expectations.

## Simulation Dynamics and Activities

Simulation participants, working in small teams, assume the role of a product development team leader in a global division of a company called Brighton Cosmetics. As product development leader for Brighton Cosmetics, participants have a team of four individual contributors. Two of these employees report directly to simulation teams as the product manager. Another two employees report to other managers at Brighton Cosmetics. Each of the four employees has unique strengths and capabilities as well as development opportunities. As the product leader, simulation teams must achieve several objectives including:

- Deliver a new product – Aloe Cover – on time and on budget.
- Identify ways to reduce the costs of new products.
- Develop an individual development plan for each of their direct reports.
- Create a customer feedback process to conduct during and following the project.

To successfully deliver the Aloe Cover product on time and on budget, teams must:

- Engage their boss and other senior leaders to gain the support and resources they need.
- Develop the business and people skills of their team members to improve their performance on Aloe Cover and future projects.
- Motivate their team members to work with energy and creativity despite the difficult time constraints.
- Balance the challenges of working with team members who are not their direct reports.
- Develop their own network of peers across the organization so they can influence the project’s outcome.

To learn more about the **Leadership Foundations Simulation** or to schedule a simulation demonstration, contact [info@insight-experience.com](mailto:info@insight-experience.com).



### ***Simulation Process***

The simulation experience includes four rounds of decision making. Each round of the simulation represents a phase in the life cycle of the Aloe Cover project. During each decision round, teams will be presented with a variety of issues related to the Aloe Cover project and supervising their team members.

The simulation is workbook-based. Teams submit their decisions via worksheets. The simulation facilitator then processes the team's decisions using a computer program, which generates the team's results and produces reports and information needed for the next round of decision making.

### ***Simulation Decisions and Issues***

During each round of the Leadership Foundations Simulation, teams respond to a variety of issues designed to reinforce and practice the simulation's learning objectives including:

- Prioritizing project work.
- Assigning and delegating work to team members.
- Managing individual time as product leader.
- Providing performance feedback to direct reports.
- Coaching project team members.
- Managing stakeholder needs and requests.
- Managing up and communicating to senior management.

### ***Facilitated Exercises***

Facilitated exercises are integrated into the simulation experience to provide practice on specific interpersonal and behavioral skills. The exercises include role plays and presentations and are designed to turn theory and course concepts into real, practical skills that can be applied by participants at work.

### ***Simulation Facilitation***

Active facilitation takes place throughout the simulation to ensure learning and application to the workplace. Learning discussions are conducted after each round of simulation decision making. The learning discussions are designed to capture insights from the simulation experience and to identify skills, tools and behaviors that can be applied at work.

Simulation facilitators can also provide behavioral observation and feedback to participants to raise awareness on their interpersonal effectiveness and leadership capabilities.

### ***Application***

The Leadership Foundations Simulation is appropriate for new leaders, front-line leaders, project professionals, and hi-potential individual contributors.

The Leadership Foundations Simulation can be delivered as designed or can be modified to reinforce and integrate with client or third party provider content and curricula.

Contact  
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www.insight-experience.com.