



Organizational Leadership Simulation



The **Organizational Leadership Simulation** is designed to accelerate leadership development for leaders at all levels. The simulation demonstrates the dynamic tensions and challenges leaders must manage to successfully run today's organizations. It highlights the need for leaders to seamlessly combine business and technical acumen – what we know as hard skills – with exemplary interpersonal and social skills – what we know as soft skills – to maximize business results. The Organizational Leadership Simulation helps participants better understand how personal leadership – the direction and goals they establish for their organizations; how they communicate to their stakeholders; and how they spend their time in service of the business – impacts business performance.

The key learning points of the simulation include:

- People drive business performance by effectively executing the operational and organizational decisions made by leadership.
- Leaders must capture the full potential of their organizations by inspiring and engaging their stakeholders effectively.
- Leaders lead through their words and actions, not solely through the allocation of organizational and financial resources.
- Consistency among decision making, communication and action is critical in achieving organizational alignment.

Simulation Dynamics and Activities

Simulation participants, working in teams, run a business called InfoMaster that develops software and provides information management services. As general managers of the business, participants oversee three functions: Sales and Marketing, Technical Service and Development, and Account Management and Support. Throughout the simulation, participants are involved in three unique, but integrated activities: making operating decisions, addressing organizational issues, and participating in facilitated exercises and role plays.

Operating Decisions

Participants make several quarterly operating decisions including:

- Hiring, training, coaching and providing direction to employees.
- Marketing and pricing product.
- Investing in product development.
- Initiating and authorizing strategic projects.
- Allocating their time as General Manager of InfoMaster.

To learn more about the **Organizational Leadership Simulation** or to schedule a simulation demonstration, contact info@insight-experience.com.



Organizational Issues

In addition to the recurring operating decisions, participants are asked to address and resolve unique organizational issues. The issues are designed to highlight and reinforce specific learning objectives and can be easily customized for client needs. Examples of the organizational issues include:

- Addressing a performance management problem, and its direct and indirect implications for the workforce.
- Aligning middle management to ensure powerful and consistent communication and leadership to front line employees.
- Collaborating with cross-organizational stakeholders to achieve a business goal.

Facilitated Exercises

Facilitated exercises are used to provide practice on specific interpersonal and behavioral skills – the “soft skills.” These can include role plays, presentations, or negotiation exercises. The exercises, which augment the operating and organizational issues outlined above, help turn theory and concepts into real, practical skills that can be applied by participants at work. Simulation performance is based on how well participants manage and respond to all three activities: the operating decisions, organizational issues and facilitated exercises.

Simulation Facilitation

Active facilitation takes place throughout the simulation to ensure learning and application to the workplace. Facilitation can include behavioral observation and feedback as well as structured debrief discussions.

Behavioral observation and feedback helps increase participant awareness on their interpersonal effectiveness. Debrief discussions are designed to capture insights from the InfoMaster business and to identify lessons learned that can be applied at work.

Application

The Organizational Leadership Simulation is relevant to leaders at all levels. It is appropriate for leadership development initiatives as well as strategic change and implementation efforts. The simulation can be easily and cost-effectively tailored to meet specific client needs. Virtually any aspect of the Organizational Leadership Simulation can be modified including:

- **Business Conditions:** Can be tailored to reflect different business conditions. For example, InfoMaster can be designed as a growth business, a maturing business, or a business experiencing market share erosion.
- **Simulation Decisions and Exercises:** Can be modified to present different operating decisions, organizational issues, or exercises.
- **Delivery:** Can be offered as a stand-alone event or can be tailored to integrate and reinforce client or third party content and learning objectives. Can be configured and delivered as an instructor-led, classroom based experience or as a facilitated online offering.
- **Duration:** Can be streamlined or expanded to accommodate varying program curricula. The simulation can be designed to run one to three days in length, and integrated with other activities.
- **Audience:** Can be tailored for different audiences to address specific business and management-level relevant issues.
- **Facilitation:** Is always designed and delivered to reinforce our client’s business issues, priorities and messages.

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www.insight-experience.com.