



GLOBAL LEADERSHIP BUSINESS SIMULATION

Organizations today are increasingly complex, and often global in scope, and this presents unique challenges to leaders. Leadership in a global business requires all the technical and interpersonal skills of running a domestic enterprise, but in addition requires high levels of contextual and cultural awareness, and the ability to operate in multiple business models. Effective global leaders must be able to balance all these skills to work effectively with and through others, and deliver organizational results.

Description

The Global Leadership Simulation helps participants better understand how their own leadership – their ability to understand context; the direction they establish for their organizations; how they communicate and collaborate with their stakeholders, and how they spend their time in service of the business – impacts global business performance.

The simulation incorporates a broad range of employee characters and business dynamics to create realistic organizational tensions within and across organizational boundaries in a global matrix. Simulation participants, working in teams, step into the role of General Manager of a geographic region of a global software as a service (SaaS) business. Accountable for both their own regional business unit results and as part of a global P&L, the General Manager oversees three functions: Sales and Marketing, Technology, and Customer Service. Participants must manage their direct reports, but also relationships with a complex set of global peers with different cultural profiles. Decisions in the simulation impact business and organizational results at the business unit and corporate level.



Impact

As a result of participating in the Global Leadership business simulation, participants develop their skills to lead their teams and organizations in complex, global markets.

Through this experience participants will learn that:

- People drive business performance by 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, actions and interactions, not solely through the allocation of organizational and financial resources.
- Understanding and responding to the broader context of a global environment (economic, organizational, and cultural) is critical to achieving overall organizational results.



Participant Experience

As a group-based learning experience, the Global Leadership simulation enables participants to learn from the experience and from each other. The simulation creates a powerful backdrop for individual coaching and feedback as well as insights into business dynamics and leadership.

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. Teams make operating decisions to set direction, allocate budget, manage their time and communicate and interact with stakeholders. Teams also engage in role-based interactions with employees and global peers, which uncover unique information, enable alternate paths of action and can impact business results.

Behavioral observation and feedback helps increase participant awareness of their interpersonal effectiveness. Large and small group debrief discussions are designed to capture insights from the Global InfoMaster business and to identify lessons learned that can be applied at work.

Features

The Global Leadership simulation is a flexible learning experience that can be run for groups of 12 or more. Focused modules of the simulation can be run in as little as 4 hours; the full learning experience requires 1.5 to 2 days of time.

The simulation can be tailored to specific learning objectives in a number of ways, including:

- Defining unique market dynamics and customer evolution as a growth business, a maturing business, or a business experiencing market share erosion in a global setting.
- Overlaying the quarterly operating decisions with unique “in the moment” operating issues. The issues are designed to highlight and reinforce specific learning objectives. Examples of the organizational issues include:
 - Making strategic and organizational implementation choices for a global new product launch
 - Responding to an urgent need to support the global organization with the development of key talent that is also critical to the achievement of your local business objectives
 - Collaborating with cross-organizational global peer stakeholders to balance opportunity and risk in addressing business change and challenges
- Incorporating facilitated exercises 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.
- This simulation can be used to teach a range of leadership content including: the Business Cycle of Leadership™, Strategic Communication, Challenging Conversations, Presentation Skills, and Coaching.

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