



ORGANIZATIONAL LEADERSHIP BUSINESS SIMULATION

Larger and more complex than ever, today's organizations require leaders who possess more than general business acumen. Successful leaders at every level must have exemplary communication and interpersonal skills as well as technical and financial capabilities. Whether managing a multi-functional team, or trying to coordinate a cross-geography business unit, leaders must be able to see the big picture, understand interdependencies across boundaries, and communicate and manage in a way that engages and motivates others.

Description

The Organizational Leadership Simulation helps participants better understand how their 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 simulation incorporates a range of employee characters and business dynamics to create realistic organizational tensions up, down and across organizational boundaries. Simulation participants, working in teams, step into the role of a General Manager of a software as a service (SaaS) business. The General Manager oversees three functions: Sales and Marketing, Engineering, and Customer Service. The Organizational Leadership simulation models both organizational and business performance. Decisions in the simulation impact employee skill, trust and morale as well as productivity and financial performance; teams receive both financial and employee engagement reports.

insightexperience		Organizational Leadership Simulation		Save	Review Decisions	Submit Decisions	About
Quarter 1	Team 1	Direction / Communication	Budget	Time	Special Projects	Product Projects	Issue
Budget							
		Current Quarter				Prior Quarter	
Sales & Marketing	Hiring	Mixed				Mixed	
	Tools	\$1,000	Per Person Per Year			\$1,000	
	Training	1	Days Per Quarter			1	
	Staffing	20	Number of FTEs			20	
			Large Corp	Small Bus			
		Marketing	\$2,000	\$1,200	In 000's	\$2,000	\$1,200
Account Management & Service	Hiring	Mixed				Mixed	
	Tools	\$1,000	Per Person Per Year			\$1,000	
	Training	1	Days Per Quarter			1	
	Staffing	250	Number of FTEs			250	
Technical Support & Development	Hiring	Mixed				Mixed	
	Tools	\$1,000	Per Person Per Year			\$1,000	
	Training	2	Days Per Quarter			2	
	Staffing	75	Number of FTEs			75	

Impact

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

Through this experience participants will learn that:

- 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.



Participant Experience

As a group-based learning experience, the Organizational 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 allocate budget; manage their time and communicate and interact with key employees.

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

Features

The Organizational 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.
- 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:
 - 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.
- 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 **Organizational Leadership Simulation** or to schedule a simulation demonstration, contact info@insight-experience.com.