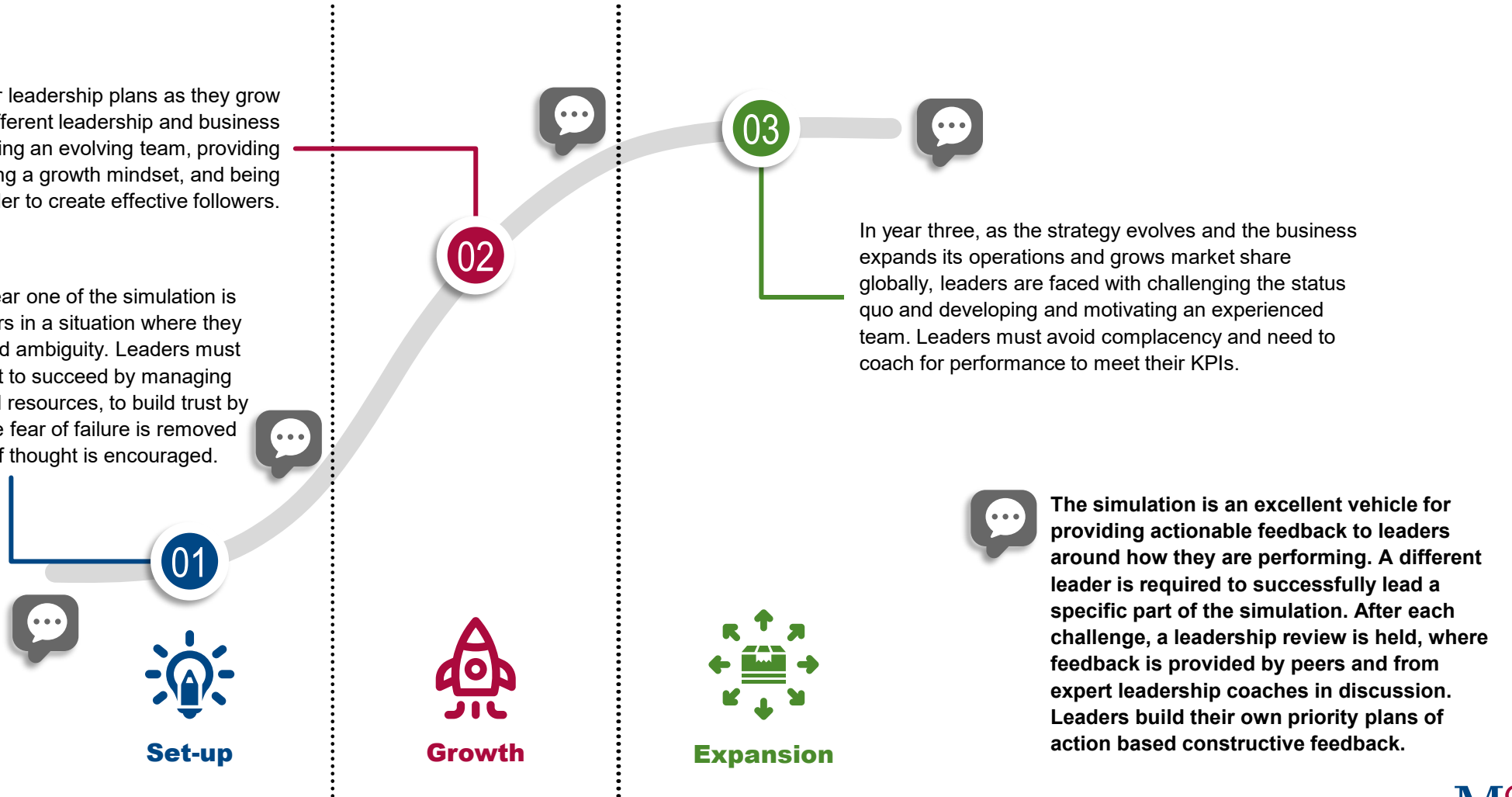


Commercial Leadership Simulation

A simulation that provides leaders with an environment to develop and embed their commercial leadership skills and behaviours. In teams, leaders are responsible for setting up, managing and growing a multi-faceted business in a dynamic and competitive landscape...

In year two, teams develop their leadership plans as they grow their business. Growth poses different leadership and business challenges including managing an evolving team, providing constructive feedback, maintaining a growth mindset, and being an effective leader to create effective followers.

In the stretch zone... year one of the simulation is designed to place leaders in a situation where they face high uncertainty and ambiguity. Leaders must adopt a growth mindset to succeed by managing their people and financial resources, to build trust by creating a culture where fear of failure is removed and where diversity of thought is encouraged.



Commercial Leadership Simulation

Working as a team, leaders manage the complexities of strategy, finance, operations, solution delivery and stakeholder delivery to execute against their strategic goals and KPIs. The simulation highlights the flaws of siloed thinking and is a highly effective vehicle for challenging that mindset.

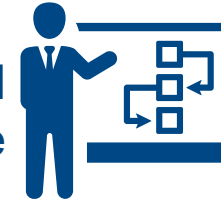
Businesses not only need to focus on 'what' they produce, but also on 'how' these outputs are delivered. The simulation addresses the value creation paradigm, focusing on behaviours that create value for all stakeholders by adopting an ethical and responsible leadership approach.



Stakeholder management

The simulation will provide your people with the tools to translate strategy into effective plans, deliver on strategic objectives and maintain an agile approach

Operational excellence

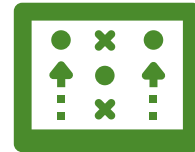


Translating strategy into operational targets and outcomes is vital. The simulation provides an opportunity to apply and practice the conversion of strategic thinking to successful operational delivery, and to demonstrate the value of agile processes.



People leadership

The simulation will provide your people with the opportunity to adopt and apply targeted leadership behaviours for your business, demonstrating what good looks like and how an effective leadership culture can be developed.



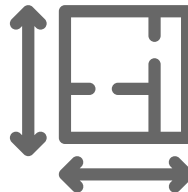
Strategy and business development



Financial and commercial management

The simulation will provide your people with the tools and framework to understand the relationship between the decisions they make and the commercial and financial outcomes for the business.

Solution development



The simulation will provide your people with a deep understanding of a plan-do-review-adapt approach to developing and refining solutions, and creating a mindset that challenges the status quo to drive lean and agile processes throughout the business.

Commercial Leadership Simulation

Leading effectively requires that leaders first understand their own beliefs, attitudes and responses to the challenges they face. In doing so, they are better equipped to lead their teams and the business as a whole. Centred around contemporary, realistic leadership scenarios, the simulation allows leaders to work their leadership edges, ...

Leading the business

Being commercially aware is a pre-requisite for any business leader. Being able to understand not only the numbers, but also the economic consequences of personal decisions, is essential. The simulation enable leaders to link behaviours to KPIs, actions to commercial outcomes, and change their behaviours based on their experience.

The simulation explores:

Understanding the link between leadership behaviours and commercial success • Optimising the levers of value • Delivering sustainable bottom line performance • Communicating with credibility



Leading self

Self awareness and the ability to manage self as a leader is critical when leading others. Leaders must first understand themselves so that they can understand their impact on others and make the right choices to have the right effect on the people they lead.

The simulation explores:

Being at your best • Modelling best practice behaviour • Demonstrating authenticity and resilience • The power of vulnerability

Leading others

The simulation allows leaders to gain a greater understanding of the leadership styles of others and so make them better able to work effectively with individuals with different style preferences. Through realistic commercial leadership scenarios, leaders work their leadership edges and practice and embed how to create effective followership.

The simulation explores:

Comfort, panic and growth zones - understanding which zone you and/or a member of your team are in and helping you/them move to a more constructive zone • Constructive feedback • Coaching for performance • Bringing people with you to create effective followers

We will tailor the simulation to your industry, business, KPIs and leadership standards. Based on your needs, we also offer three flexible options of how you can utilise the simulation...

Commercial Leadership Simulation

1

Leadership simulation only

For organisations who may already have a leadership programme in place but would like to blend in a simulation to provide an experiential and risk-free environment for leaders to practice and apply their skills and embed leadership behaviours.

2

Leadership simulation + Leadership sessions

For organisations looking to create a leadership programme centred around an experiential simulation. The simulation can seamlessly blend with any leadership model, tools or diagnostics you have in place or preference for.

3

Leadership simulation + Leadership sessions + Pre- & post-analytics

In addition to option 2, we would also create a behavioural survey aligned to your business that leaders complete pre- and post-simulation. The survey is a powerful promoter of transformational behaviour, helping to identify the champions of change and motivate them to promote and inspire targeted behaviours in others.

Commercial Leadership Simulation

