



BETTER LEADERSHIP DEVELOPMENT BETTER RESULTS

The e-Simulator™ suite evaluates key competencies through a realistic, interactive virtual simulation that creates focused development plans for level-appropriate leadership skills.

Exercises:

- Draft and present vision and strategy
- Influence subordinate to stay
- Manage delicate political situation
- Participate in TV interview
- Address talent management issues
- Assess risky business venture

"The e-Simulator is a ground breaking, innovative tool that develops executive leaders. This creative approach to leadership development will save time and money." Stacy Dvergsdal, Director of Leadership Development at Denver Public Schools.

"Our organization chose to use the e-Simulator because we wish to help our employees develop in the most efficient, effective, and cutting-edge manner possible. This message is especially important as our talent management strategies require us to retain and develop our best and brightest employees!" Dr. Tasha Eurich, Director of Leadership Development at a large metropolitan health system.

Industry:	Travel/Leisure
Revenue:	\$1.8 Billion
Candidate role:	Executive Vice President, Parks and Resorts
Level of leadership:	Strategic/executive
Interaction format:	Emails, documents, telephone and video role-plays
Timeframe:	3 hours
Feedback:	Traffic Light Performance Report Group debrief session Individual coaching session
Customization focus:	Client competencies/business situation

Target Competencies

Strategic Thinking	Broad, visionary thinking that focuses on long-term business goals.
Entrepreneurship	Seize business opportunities, innovate ventures, set ambitious plans and manage risks.
Business Acumen	Think through business decisions and identify strategic priorities that add significant value.
Emotional Intelligence	Insight about interpersonal relationships: empathy, active listening and caring.
Executive Presence	Confidence, poise, credibility, respect, trust and charisma.
Building Strategic Relationships	Build relationships with key business partners, create buy-in and navigate politics.
Developing Talent	Promote continuous learning, attract and retain superstars, and mentor others.