



## 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:

- Build strategic implementation plan
- Coach resistant superstar
- Address team motivation issues
- Resolve coworker conflicts
- Create damage control plan for a product launch
- Rebuild relationship with strategic business partner

*"It was a fully immersive experience with a detailed and actionable result summary all offered at a very reasonable cost. I'd recommend the tool to any organization interested in taking their leadership development programs to the next level."*  
Wendi Welton SPHR, Human Resources Consultant.

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

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| <b>Industry:</b>            | Healthcare/Pharmaceutical  |
| <b>Revenue</b>              | \$291 Million  |
| <b>Candidate role:</b>      | Director, Center for Virtual Medicine  |
| <b>Level of leadership:</b> | Mid-level  |
| <b>Interaction format:</b>  | Emails, documents, telephone role-plays  |
| <b>Timeframe:</b>           | 3 hours  |
| <b>Feedback:</b>            | Traffic Light Performance Report<br>Group debrief session<br>Individual coaching session |
| <b>Customization focus:</b> | Client competencies/business situation   |

### Target Competencies

|                                  |   |
|----------------------------------|---|
| <b>Strategy Execution</b>        | Set priorities, identify action steps, timelines, milestones. Align resources, manage communication, monitoring and implementation process. |
| <b>Analytical Thinking</b>       | Collect and compare relevant information from multiple sources to generate options leading to a final decision.                             |
| <b>Leading Change</b>            | Champion change through a clear vision. Innovate systems and processes. Create buy-in from key, resistant stakeholders.                     |
| <b>Communicating with Impact</b> | Deliver ideas targeted by audience that are clear and concise; keeping team engaged.  |
| <b>Coaching Others</b>           | Cultivate team's development through feedback, guidance and active listening.   |
| <b>Emotional Intelligence</b>    | Capacity for insight about interpersonal relationships: rapport, empathy, caring and consideration.   |
| <b>Leading Teams</b>             | Ability to motivate and guide teams toward successful execution of tasks and business objectives.   |