



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 business plan
- Appease angry customer
- Address subordinate performance issues
- Coordinate with account executive on sales lead
- Manage scheduling, incoming emails and upcoming tasks

"I found the e-Simulator provided a realistic experience with accurate and insightful results. It could be an invaluable tool for assessing competencies and implementing leadership and high potential development. With a reasonable cost and the ability to target your subsequent training efforts I would predict a good return on your investment." Carole Richter PHR, Human Resources Manager.

"The simulation presents challenging scenarios that assess the most important leadership competencies, particularly for new or first-level managers. The online format is realistic and focused, and kept me fully engaged for the duration of the simulation. One of the real strengths of the E-Simulator is the combination of a valuable assessment and developmental experience along with actionable feedback." Dr. Casey Mulqueen, Director of Research at TRACOM Group.

Industry:	Business process outsourcing in airlines
Revenue:	\$38 Million
Candidate role:	Division Manager
Level of leadership:	Early to mid-level
Interaction format:	Emails and documents
Timeframe:	3 hours
Feedback:	Traffic Light Performance Report Group debrief session Individual coaching session
Customization focus:	Client competencies/business situation

Target Competencies

Communication	Expressing ideas in a stylistically appropriate, clear and concise manner.
Decision-Making	Analytical process of identifying and collecting relevant information and making sound and logical decisions.
Planning	Process of setting priorities, implementing plans and monitoring their execution.
Interpersonal Skills	Capacity to build strong international relationships with others through empathy, consideration and caring.
Customer Orientation	Taking the customer's perspective to the forefront of business decisions.
Leadership Skills	Capacity to motivate and guide others toward successful execution of tasks by means of effective feedback-giving, delegation and empowerment.
Strategic Thinking	Broad, visionary thinking that focuses on long-term business goals.
Entrepreneurship	Capacity to seize business opportunities, innovate business ventures and set ambitious business goals.
Influencing Others	Using effective persuasion tactics to change another's attitude of behavior.