



# LEADERSHIP IN ACTION

## Organizational Simulations

### DESTINCTIVE ELEMENTS

- Unique design integrates a realistic business simulation with coaching and brief lectures.
- A safe yet challenging environment to practice important leadership behaviors
- Continuous feedback from select instruments, post simulation review sessions, learning coaches and peers
- Experienced coaches who help participants transfer learning to real-world business and leadership challenges.

### LEARNING THRU ACTION

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### An Introduction

As social and business environments change, organizations also must change. Leaders are charged with the responsibility of maintaining the organization's competitive edge through constant organizational renewal. To thrive in the turbulence that accompanies change, leaders must develop the capacity to perform successfully in unique or ambiguous situations. In the Leadership in Action program, participants engage in a realistic business simulation where they are challenged to employ strategic and systems thinking, value creation principles, change leadership, and influence skills. The workshop fosters participant interaction and aims to build strong internal relationships among peer leaders. The goal of this program is to help organizations build a bridge between strategic change and leader behavior.

### Benefits of Leadership in Action

Leaders who complete the program will be able to display more flexible leadership skills. The business simulation challenges participants to drive strategic change, in the face of organizational change, leadership becomes a shared responsibility requiring aligned action. Participants practice this shared leadership with other high-performing leaders. They broaden their understanding of how the decisions they make as individuals and as a leadership team impact their organization's overall performance. Organizations gain the benefits of improved interpersonal and organizational leadership capabilities and enhanced organizational bench strength. Demonstrating a commitment to management development and retention.

### Learning Outcomes

As a result of this program, participants will gain:

- Expertise in the use of strategic thinking, systems analysis, and change management tool
- Improved ability to deliver honest feedback while building peer relationships
- Collaboration skills for achieving results across business units and functions.
- Enhanced decision making, influence and negotiation skills
- A focus for development and an individual development action plan

## Methodology

The length of the Leadership in Action program ranges in duration from two to four days, and can be customized to reflect your company's business realities. Leadership in Action combines the elements of assessment, role play, and a mini lecture. Learners take part in a realistic business simulation and are encouraged to explore various approaches and experience different outcomes in a realistic, yet safe, environment. Rather than just hearing about challenges and issues, participants experience them firsthand and learn from the actions they took.

## Sample Simulation : ViewPoint Worldwide



### Setting:

ViewPoint is a premier, global residential and commercial construction, building products and finance organization. We lead in shareholder value through efficiency, high standards, fairness, innovation, environmental stewardship.

### The Business Units:

ViewPoint Worldwide is a global organization operating three horizontally integrated companies. ViewPoint Worldwide is comprised of:

- **Builders Depot Company**, A thriving supplier of quality building products to contractors across the globe.
- **Sunrise Development**, A successful real estate development firm that specializes in building upscale residential communities and small commercial business complexes.
- **Acadian Financial**, Providing mortgage lending and insurance services to ViewPoint customers.

### Key Challenges

- **Financial:** Cost of operations, drive for operational excellence, reliability, quality and safety issues.
- **People:** Talent attraction and retention, talent development.
- **Organizational:** Change in consumer demand, global, federal and local government legislation and regulations; aligning market strategies.

### Audience for this simulation

- Mid-level to Senior Level Leaders , High Potential Early Leaders



## SAMPLE AGENDA

### Day One

- Program Introduction: Executive Briefing
- **Scenario Planning**
- Development Feedback Contracting
- Simulation #1: Assessing and Translating Strategy
- Coaching Session: After-Action Review

### Day Two

- **Decision Making**
- Simulation #2: Systems Decision Making
- Coaching Session: After-Action Review
- **Influence and Change**
- Simulation #3: Presentation to Leadership and Employees



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