LeadPRO Simulation based Assessment and Development Centre

CREATING AGILE AND EFFECTIVE LEADERS

ASSESSING LEADERSHIP STYLE FOR EFFECTIVE LEADERSHIP

The Assessment-

LeadPro, an award winning simulation game, helps companies accelerate the performance around Leaders. It is an engaging, challenging and robust 60 minute learning experience that stretches Leaders to confront complex, highly interwoven performance management and people management issues. Participants take critical decisions and apply leadership skills to manage simulated team members and navigate through challenging, realistic situations in a rich simulated environment. Based on the journey through the simulation, a personalized report is generated.

REAL IMPACT ON REAL PEOPLE

LeadPRO Simulation is designed to reflect how well a Leader:

⇒ **Is able to understand needs of people around him/her**
⇒ **Is able to align his/her Leadership Styles according to people**
⇒ **Is able to drive performance despite diversity**

Key elements covered:

- Leadership Styles
- Performance
- Communication
- Building Trust
- Task Prioritization
- Agility and Resilience
- Feedback

Follow-up with ONE ON ONE COACHING

Based on the LeadPRO report the Coach starts a conversation on the actual people the Leader interacts with and helps him identify and overcome blind-spots and performance barriers, viz-a-viz people. The coach does this by constantly helping the Leader understand the individuals better, working on the Relationships, Trust and helping the Leader create a Winning Environment.

Lead Pro 1 Day Simulation - Session Breakup-

Session 1
Understanding the Business Case
Profiling the real team members with respect to tasks
Understanding relationships and Dynamics
Action Plan One- Mapping your own team

Session 2
Relationships turn Difficult
Reworking on the profiles- case specific
Working on Feedback
Action Plan Two- Marking Tasks for effective delegation
Avoiding Personal Bias

Session 3
Elements of Feedback
Difficult Relationships continued
Delving into exceptions (beyond task and person)
Handling Exceptions (case specific)
Leading Teams to Results and ROI

BENEFITS OF LEADPRO SIMULATION

Generation of Engagement

Games are inherently engaging and game based assessment is more realistic compared to all traditional designs.

Experiential Learning

LeadPro represent "real" situations through advanced simulators thus providing an excellent environment for self reflection

Quick and Easy Implementation

LeadPro Simulation is completely online and device responsive. It can be used in a workshop or as pre-work for participants.

TARGET AUDIENCE

LeadPro Simulation can be seamlessly integrated into :

- Your leadership development programs, whether your people are high-potential employees or senior- level executives. The simulation gives them the opportunity to flex their leadership muscles in real-world scenarios.

- Your Leadership Development initiatives where the identified Leaders go through the Simulation based Assessment followed by Coaching