



SIMULATION STUDIOS
CREATE CHANGE.

Simulation Studios Free eBook Series

Leadership Development Is The Key To Effective Strategic Execution



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Considering how quickly that change is ever present, employee and leadership training has become more critical than ever. At the same time, strategic change and/or corporate pivoting seems to take longer and is often more challenging than before. This has resulted in a special focus on building corporate strategic agility (aka: Strategic Acceleration).

A consistent challenge is that change is rarely welcomed by employees. This being said, there are certainly ways for management to keep employee change engagement high while ensuring communication and strategic progress.

The most effective method is through engaging and hands-on leadership development. Most successful companies are now utilizing state-of-the-art *business simulations* in order to accelerate strategic change within the organization.

Focusing on Knowledge and Business Acumen Development

A recent report by *Economist Intelligence Unit* found a strong connection “between companies that do better at strategic implementation and those that focus more heavily on obtaining the requisite business and leadership skills.” Building these skillsets is the focus that management is being forced to address. Continuous leadership development (especially using *leadership development business simulations*) has become a requirement for leaders to accelerate strategic change and engagement. Additionally, developing the correct approach for nurturing transferable skills transfer, applicable innovation, and effective decision-making skills.

Highly effective strategic leaders should always lead by example while hands-on *leadership development utilizing business* simulations helps management and teams learn how the company comes together and the importance of organizational interconnectivity. As a result, teams learn how their contributions and work drives strategic change and results. The result is more effective *strategy acceleration*.



Focusing on Strategic Agility and Innovation

Strategic business models and methods come and go quicker than ever. Companies are pivoting to new niches on an almost annual basis now. The remarkable pace of technological change is an equal influencer on the need for a consistent focus on effective corporate resilience. *The story of Nokia* is an important reminder of how fast technology can change the strategic landscape.

Leadership development using business simulations helps make a highly resilient and flexible organization. These tools help training and development participants be more comfortable with change and capitalize on new change opportunities when presented. Employee agility and adaptability become the norm among all teams resulting in a highly resilient and flexible organization. The final result is *strategy acceleration* that creates rapid change during crisis and continued innovation that matches the pace required from the modern marketplace and constant technology updates.

Driving Strategic Execution

Executives create successful strategic change by creating and managing highly resilient teams. Effective leadership development can drastically help improve employee morale and build cohesiveness in employees and teams. This can be accomplished by increasing engagement, growing perspectives; allowing power and independence to proliferate through an organization; and encourage new and exciting ideas.

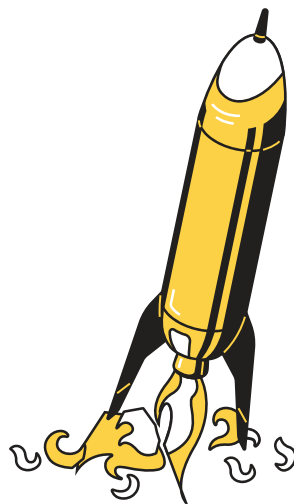
Leadership training using business simulations empowers emerging and current leaders with the skills and tools to create a culture of momentum shifting and change acceptance. Investing in employees through leadership development inspires teams to find new ways of continually improving performance. It has been proven many times over that investing in employee development can be as appreciated as financial rewards. Strategic acceleration and change effectiveness flow seamlessly when each employee has the rights skills and mindsets.

Strategic acceleration and change management flow seamlessly when each employee owns the process.

Leading The Strategic Direction

95% of organizations are investing in leadership development initiatives as a solution in order to create a clearer path of change. Effective organizations clearly understand effective leadership steers a unified and strategic change initiative. **Leadership development using business simulations** builds leaders who more effectively manage change and are able actually accelerate organization change and direction.

Leadership development helps create a management team of problem solvers and change agents. These leaders accelerate strategic change by utilizing both divergent and convergent thinking and methods within their organization. Leaders can effectively lead change through most any kind approach by fostering self-reliance and resilience within their team.



Strategic Placement

Leadership development greatly improves the strategic placement or positioning of employees who have honed their cross-functional abilities needed for effective strategic change. Additionally, leadership development increases effective collaboration while reducing unhealthy conflict. The impact is an improved participation level within the change initiative throughout the organization. Teams become a rich source of resources of your change management initiative. When slower productivity rises, these managers immediately know the what and why. Developed employees (through *leadership development using business simulations*) helps reach a solution faster which results in greater *strategy acceleration*. Historically, teaching strategic thinking has been a significant challenge, but *business simulations* substantially helps with the learning.

Utilizing “Soft” and “Hard” Skills

For some, hard skills such as revenue, return on assets, and EBITDA are intangible and theoretical. The same can be said for emotional intelligence with others: Collaboration, and executive presence just to name a couple. Highly effective leaders know how to utilize both skills with great ease and effectiveness. Effective leaders are able to inspire and captivate hearts and minds throughout the strategic change process. By using *business simulations within leadership development*, organizations can teach both skills, their interdependencies, why they matter, and how to most effectively use these skills. *Business Simulations* teach through action which is how people learn most naturally.

Effective *business training simulations* demonstrate the important connection between organizational, financial and personal, and behavioral objectives and requirements. Other popular methods (besides business simulations) include improving access to management and executives by via rotational programs or informal information exchanges.

Leading Outside Traditional Lines

Inflexible organization structures and management is also a problem when trying to accelerate strategic change. Effective management must be willing to embrace new methods and approaches that move well beyond the “this is the way we do it” mantra that can cause problems. *Leadership development training using business simulations* drastically increases the ability for management to give ownership of change to their employees through experiential and hand-on leadership development.

Utilization of organizational influencers is another popular method/example: Here, the title doesn't matter, but expertise and relationships create strong credit and respect among peers. These individuals are effective at inspiring colleagues to go beyond the norm(s). Influencers are effective at articulating change and help drive *strategy acceleration*.

Help *accelerate corporate strategy* by effectively investing in hands-on and experiential leadership development. Leadership Development that focuses on effective strategic thinking, applied business acumen and resilience to change. This will help hone the performance effectiveness of your learners and encourage *strategy acceleration*. You will help build the smarts, the passion, skills and capabilities needed to accelerate strategic organization change.



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