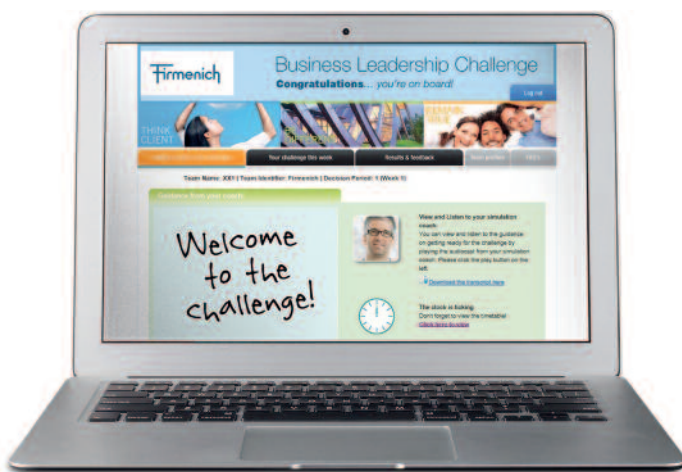




# Business Leadership Challenge

Simulation for fast-track integration of new hires



## Abstract:

### On-boarding new hires simulation

Critical to the successful integration of a new hires into the business is an understanding how your company works and the resources available to assist the new hires with their induction.

The Business Leadership Challenge simulation fast-tracks integration of new hires via a detailed understanding of your company value chain & resources and can be customised to your industry.

Styled and branded as a Business Leadership Challenge, this innovative and engaging simulation is run on-line 24/7/365 so new hires can take part anywhere, anytime – across time zones and regions.

Running a simulation of this kind can be a real cost saving over bringing new hires to one central location for a 'classroom' based induction

#### The simulation benefits:

- Fast-tracking of new hires into your business
- Gives in-depth understanding of how your business works and what drives business performance
- Brings down costs of induction
- A business simulation that engages and challenges
- Run entirely via cloud computing – can be run 24/7/365
- Can be run across regions & time zones
- Engaging, competitive and delivers a real measurable learning experience



**The Business Leadership Challenge simulation fast-tracks integration of new hires via a detailed understanding of your company value chain & resources and can be customised to your industry**



# Business Leadership Challenge

Simulation for fast-track integration of new hires

## Overview:

New hires joining the company participate in the simulation in teams of 5 over 7 week period, e.g. 200 people in 6 geographic locations across time zones can participate competitively at any one time. The simulation is designed to take participants through managing a customer contract by taking them through the company's business cycle / value chain.

Teams have to make a series of project management choices – and give their reasons for their choices – which are scored by the simulation and reviewed by senior manager mentors assigned to each team through the FBLC. The simulation can be run competitively across regions with a prize-giving and recognition awards ceremony is held at the end of each BLC by video link.



## Content & Format:

### What:

The simulation is run on-line via the Learning Dynamics simulation platform. All resources are available on-line together with multi-media help on our secure server.

Participants work in teams of 5 and they manage a key project within your company which takes them through the business cycle. They are taken through a series of business cycle topics and have to make choices between optional courses of action and give their reasons.

A team's choices and their reasons for these choices are reviewed on-line by senior managers together with the team members to ensure learning outcomes.

These choices are automatically scored by the simulation. Teams can see their scores – and the scores of other teams – each week.

A prize-giving and recognition ceremony can be arranged at the end of the programme.

### Who:

The Business Leadership Challenge simulation is designed for new hires coming into your company.

### Team & mentor resources include:

A comprehensive team briefing, an explanation of decisions to be taken each week, time table for decisions and results, helpful hints & tips, on-line coach and email helpdesk.

### How delivered:

This simulation is delivered by a combination of on-line participation and mentoring by senior managers. All resources are downloadable from the BLC website.

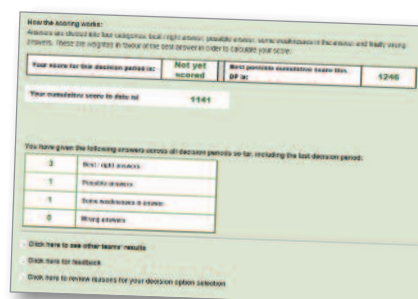
### How long:

The BLC can be run for multiple groups over a 7 week programme with a prize giving and recognition ceremony at the end of the programme. The timetable can be scheduled for shorter periods to fit any programme format.

"Our company operates over many countries in the Asia Pacific region and this Business Challenge simulation has proved both effective and cost-saving in on-boarding new hires.

The programme has been successfully integrated and has run for the past five years. It is exciting, engaging, innovative and a great success."

**Matthew Furner,**  
Firmenich Asia Pacific



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