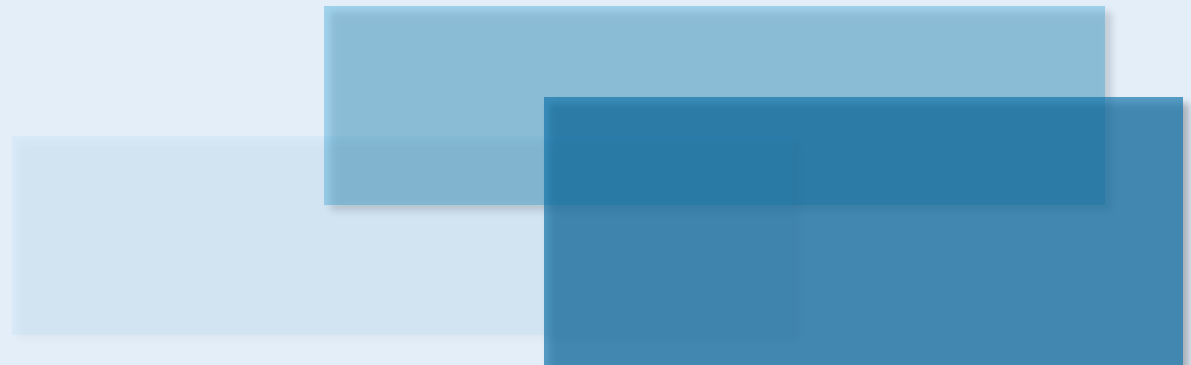


Scaling Leadership Development:

How Top Companies Find & Fastrack
Their Future Leaders

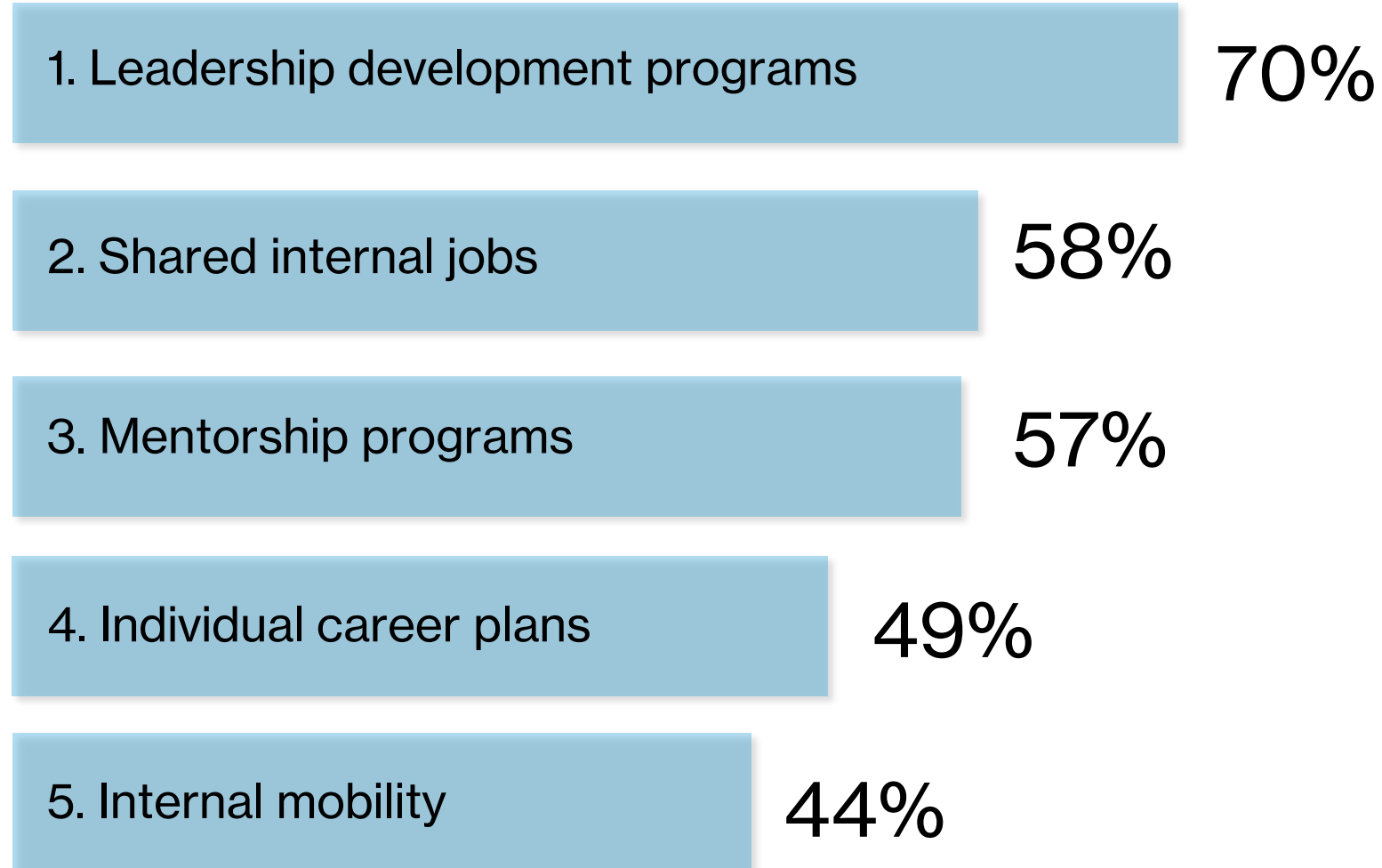


Top 10

L&D Focus Areas in 2024

1. Aligning learning programs to business goals
2. Upskilling employees
3. Creating a culture of learning
4. Helping employees develop their careers
5. Improving employee retention
6. Supporting employees through organizational change
7. Improving learner engagement
8. Measuring the success of learning programs
9. Ensuring diversity, equity, and inclusion
10. Promoting employee well-being

Top 5 Initiatives for Career Development



Principle 1

People learn best by doing.

People learn best by doing.

**Only 19% of knowledge
acquired through
training can be
skillfully applied on the
job.**

Principle 2

You can't improve what
you don't measure.

You can't improve what
you don't measure.

**Only 16% of companies
evaluate behavioral change by
assessing the transfer of
learning into the workplace**

Principle 3

**Actionable feedback is
fuel for growth.**

Actionable feedback is
fuel for growth.

3 Ingredients for Actionable Feedback

Timely

Is it fresh in the
recipient's mind?

Specific

Is it clear on what
needs improving?

Constructive

Is it clear on how
to improve?

The State of Training ROI

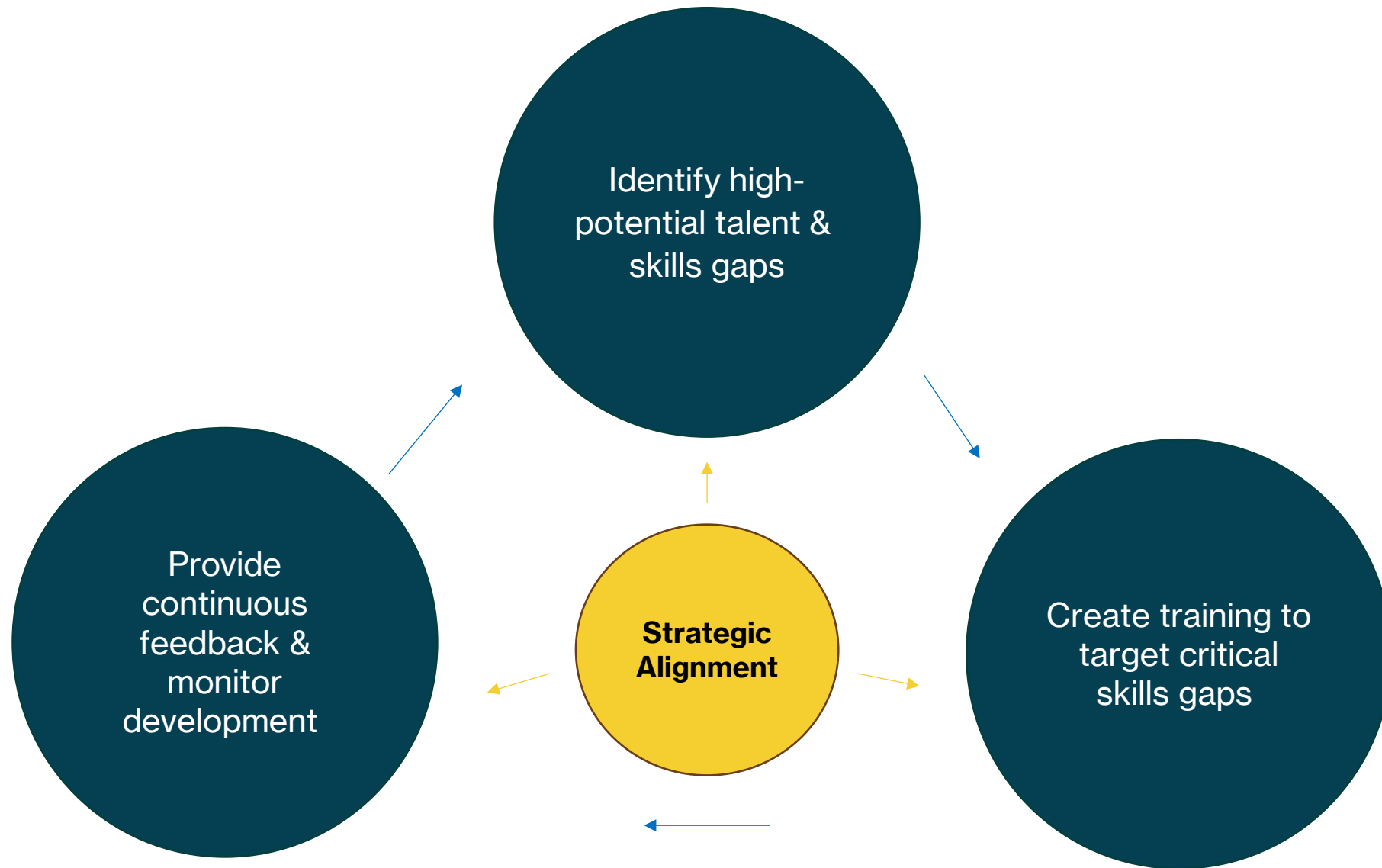
Only 25% of execs say training measurably improve business performance.

Only 8% of CEOs say they see the business impact from their L&D programs

Bad L&D Habits

1. Evaluations that are prone to biases
2. Learning that lacks real-world relevancy
3. Vanity metrics that don't measure what matters


The Jobs of Leadership Development



Bad L&D Habits

- 1. Evaluations that are prone to biases**
2. Learning that lacks real-world relevancy
3. Vanity metrics that don't measure what matters

prone to biases



Identify high-
potential talent &
skills gaps


Impacts of biased evaluations:

- High-performing ICs may not be suited for leadership
- Missed opportunities to develop "hidden" high-po talent
- Don't have a precise understanding of skills gaps

Bad L&D Habits

1. Evaluations that are prone to biases
2. Learning that lacks real-world relevancy
3. Vanity metrics that don't measure what matters

lacks real-world relevancy



Create training to
target critical skills
gaps

Impacts of learning without real-world relevance:

- Participants become disengaged and lose motivation.
- Knowledge retention drops as learners lack context for understanding.
- Training doesn't transfer to the job, decreasing ROI and increasing the need for retraining.

lacks real-world relevancy

**Only 12% of learners
apply skills from training
to their job.**

Bad L&D Habits

1. Evaluations that are prone to biases
2. Learning that lacks real-world relevancy
3. **Vanity metrics** that don't measure what matters

Provide continuous
feedback &
monitor
development

Impacts of vanity metrics:

- False sense of success and misguided decision-making
- Missed opportunities for development
- Wasting resources prioritizing initiatives that don't drive value

Half of L&D Metrics are Vanity

Top ways L&D measures success

● Vanity metrics ● Business metrics

1. Employee satisfaction, measured via survey
2. Employee satisfaction, informal or qualitative feedback
3. Number of employees taking courses or trainings
4. Employee performance on post-learning quizzes or assessments
5. Number of courses or trainings each employee has completed

And the entirety of
the top 5 is made up
of these vanity
metrics

Source: LinkedIn



How Top Companies Grow and Accelerate Their Leadership Pipeline with Simulations

Success Stories

1 **DIAGEO**

Developing Business Acumen Experientially

2 **Cummins**

Sim-based Succession Planning on a Global Scale

3 **AAPL**

Objectively Measure Leadership Skills

4 **Microsoft**

Proving Training ROI

5 **Lilly**

Enhancing Strategic Alignment through Collaboration

Leadership Accelerator Program with Business Simulations

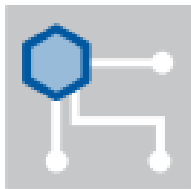
How it works.

Learners enter the role of executive management at a multimillion-dollar company. As they compete against real or simulated teams to grow their business, they must analyze industry conditions, formulate a strategy, and execute key decisions across the major functions of their business:

R&D, Marketing, Production, and Finance.



Departmental Decisions



Research & Development

- Create new products
- Update existing products
- Meet customer needs



Production

- Set your production schedule
- Increase capacity to meet demand
- Invest in automation to reduce costs



Marketing

- Set competitive pricing
- Set promo and sales budgets
- Conduct sales forecasts



Finance

- Raise capital to finance operations
- Short-term and long-term debt
- Analyze cash flows

Reporting & Debrief

CLPSTONE^{2.0}COURIER CP109469_1 Round 5-2027 Report

Contents

- Section 1: Report Page
- Section 2: Stock & Bonds
- Section 3: Financial Summary
- Section 4: Product Analysis
- Section 5: Traditional Segment Analysis
- Section 6: Low End Segment Analysis
- Section 7: High End Segment Analysis
- Section 8: The Low End Segment Analysis
- Section 9: Sales Department Analysis
- Section 10: Market Share
- Section 11: Financial Map
- Section 12: Custom Module

Selected Financial Statistics

	Andrew	Baldwin	Chester	Digby	Erie	Ferlie	Average
ROE	-185.6%	1.2%	7.7%	5.2%	10.7%	1.1%	25.3%
Asset Turnover	0.7	1.34	1.15	1.5	0.99	1.27	0.9
ROI	-22.4%	10.8%	9.2%	5.6%	10.6%	1.3%	2.6%
Liquidity	0.24	1.94	2.04	1.98	1.92	2.77	1.53
DOE	72.8%	20.5%	13.7%	11.3%	20.7%	2.9%	21.6%
Sales	\$53,254	\$229,307	\$2,481,018	\$225,508	\$221,763	\$1,796,734	\$120,632
Net Income	(\$14,454)	\$40,178	\$24,987	\$50,843	\$48,199	\$13,247	\$19,013
Fixed Assets	(\$54,526)	\$26,960	\$14,367	\$1,127	\$21,354	\$2,166	\$3,123
Current Assets	\$2,184,826	\$16,109	\$67,511	\$6,143	\$14,847	\$48,441	\$29,742
Current Liabilities	\$2,873	\$7,365	\$7,374	\$7,135	\$7,143	\$1,445	\$1,445
Equity	\$206,182	\$0	\$3	\$3	\$0	\$0	\$13,364

Percent of Sales

Market Share

Andrew: 25.2%, Baldwin: 27.8%, Chester: 21.8%, Digby: 20.4%, Erie: 18.3%, Ferlie: 16.5%

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Stock & Bonds CP109469_1 Round: 5 Dec. 31, 2027

Stock Market Summary

Company	Closing Price	Change	Volume Outstanding	Market Cap	Book Value	EPS	Dividend	Yield	P/E
Andrew	\$1.00	\$0.00	2,000,000	\$2M	(\$37.44)	(\$27.27)	\$0.00	0%	-0.04
Baldwin	\$88.84	\$17.84	2,163,303	\$193.7	\$47.76	\$9.71	\$0.00	0.7%	9.15
Chester	\$92.41	\$16.26	2,070,259	\$191.2	\$40.03	\$8.16	\$0.40	5.9%	11.20
Digby	\$88.87	\$23.27	2,044,123	\$179.4	\$56.63	\$2.32	\$0.30	1.1%	15.18
Erie	\$83.17	\$27.22	2,053,563	\$191.9	\$46.21	\$9.37	\$0.00	0%	8.89
Ferlie	\$82.87	(\$11.44)	2,084,187	\$115.9	\$36.77	\$1.03	\$0.35	6.4%	10.87

Stock Price

Bond Market Summary

Company	Series	Face Value	Yield	Closing Price	S&P Rating
Andrew	14.102023	\$20,850,000	14.22%	\$93.45	DD
Baldwin	14.102028	\$20,850,000	13.99%	\$102.38	B
Chester	12.102026	\$20,850,000	13.58%	\$98.88	B
Digby	14.102027	\$5,103,115	13.6%	\$103.00	D
Erie	14.102028	\$20,850,000	13.99%	\$103.09	CCC
Ferlie	12.102025	\$10,425,026	13.21%	\$91.62	CCC
	12.102026	\$10,425,026	13.57%	\$95.64	CCC
	12.102027	\$9,307,716	13.76%	\$97.38	CCC
	14.102023	\$20,850,000	14%	\$103.00	CCC
	11.102024	\$3,557,824	12.92%	\$99.71	CCC
	12.102023	\$6,167,137	13.31%	\$91.65	CCC
	12.102026	\$10,425,000	13.61%	\$94.04	CCC
	13.102027	\$11,131,120	13.82%	\$95.87	CCC
	14.102028	\$20,850,000	13.94%	\$102.14	B
	11.102024	\$2,527,852	12.7%	\$92.19	B
	12.102025	\$9,442,229	12.24%	\$94.24	B
	12.102026	\$22,214,000	12.3%	\$96.88	B
	13.102027	\$12,214,994	13.53%	\$103.53	B
	14.102028	\$20,850,000	14.22%	\$99.82	CCC
	12.102025	\$8,023,402	13.4%	\$99.32	CCC
	13.102026	\$11,137,877	13.93%	\$94.63	CCC
	13.102027	\$3,714,021	13.97%	\$94.82	CCC

Next Year's Earnings: 5.2%

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Financial Summary CP109469_1 Round: 5 Dec. 31, 2027

Cash Flow Statement

	Andrew	Baldwin	Chester	Digby	Erie	Ferlie
Cash From Operations						
Net Income(Loss)	(\$14,454)	\$20,968	\$14,887	\$11,717	\$21,556	\$2,166
Adjustment For Non-Cash Items	\$7,887	\$1,247	\$1,213	\$13,880	\$1,760	\$8,687
Depreciation	\$0	\$801	(\$53)	(\$411)	\$0	\$2,888
Extraordinary Gains/Losses/Write-offs	\$0	\$0	\$0	\$0	\$0	\$0
Changes in Current Assets And Liabilities	(\$53,025)	(\$4,904)	(\$7,242)	(\$12,994)	(\$4,927)	(\$71)
Accounts Payable	(\$50)	\$2,400	\$3,072	\$1,533	\$2,902	\$1,446
Inventory	(\$53,025)	(\$4,904)	(\$7,242)	(\$12,994)	(\$4,927)	(\$71)
Accounts Receivable	\$888	(\$2,784)	(\$2,342)	(\$58)	(\$4,199)	(\$52)
Net Cash From Operations	(\$99,497)	\$27,238	\$22,416	\$19,665	\$30,122	\$19,044
Cash From Investing						
Net Plant Improvements	\$0	(\$19,485)	(\$25,745)	(\$47,160)	(\$41,700)	(\$21,180)
Cash From Financing						
Dividends Paid	\$0	\$0	\$0	\$0	\$0	\$0
Sale of Common Stock	\$0	(\$1,283)	(\$1,242)	(\$1,909)	\$0	(\$7,522)
Purchase of Common Stock	\$0	\$0	\$0	\$0	\$0	\$0
Purchase of Long-Term Debt Issued	\$0	\$5,131	\$3,308	\$1,181	\$12,216	\$3,715
Early Retirement of Long-Term Debt	\$0	\$0	\$0	\$0	\$0	\$0
Retirement of Current Debt	(\$190,740)	(\$34,321)	(\$34,441)	(\$38,691)	(\$28,466)	(\$26,900)
Cash From Current Debt Borrowing	\$0	\$20,221	\$31,569	\$38,027	\$20,128	\$30,301
Cash From Emergency Loan	\$290,183	\$0	\$0	\$0	\$0	\$0
Net Cash From Financing	\$99,487	(\$1,452)	(\$11,007)	\$8,469	\$7,474	\$88
Net Change in Cash	\$0	\$6,301	(\$14,356)	(\$24,887)	(\$4,102)	(\$6,831)

Balance Sheet

	Andrew	Baldwin	Chester	Digby	Erie	Ferlie
Cash	\$0	\$50,839	\$38,468	\$38,925	\$40,169	\$35,105
Accounts Receivable	\$2,413	\$18,830	\$17,985	\$18,517	\$16,579	\$16,334
Inventory	\$201,783	\$14,736	\$18,227	\$28,833	\$6,546	\$14,176
Total Current Assets	\$204,196	\$84,405	\$74,680	\$76,275	\$64,294	\$65,615
Plant And Equipment	\$113,800	\$190,000	\$183,200	\$214,200	\$221,400	\$147,100
Accumulated Depreciation	(\$75,867)	(\$74,459)	(\$74,422)	(\$77,022)	(\$83,800)	(\$50,215)
Total Fixed Assets	\$37,933	\$115,541	\$108,778	\$137,178	\$137,600	\$96,885
Total Assets	\$242,129	\$200,146	\$183,458	\$213,453	\$201,894	\$162,500
Accounts Payable	\$6,972	\$12,946	\$12,596	\$13,311	\$10,700	\$12,454
Current Debt	\$290,183	\$20,221	\$31,569	\$38,027	\$20,128	\$30,301
Long-Term Debt	\$20,850	\$54,991	\$49,149	\$46,247	\$64,700	\$44,734
Total Liabilities	\$317,006	\$96,979	\$93,313	\$111,725	\$95,528	\$87,530
Common Stock	\$18,360	\$27,285	\$20,785	\$20,347	\$31,668	\$23,712
Retained Earnings	(\$99,237)	\$75,882	\$69,341	\$89,381	\$74,647	\$51,258
Total Equity	(\$174,877)	\$102,167	\$90,145	\$101,728	\$106,315	\$74,970
Total Liabilities & Owner's Equity	\$242,129	\$200,146	\$183,458	\$213,453	\$201,894	\$162,500

Income Statement

	Andrew	Baldwin	Chester	Digby	Erie	Ferlie
Sales	\$25,254	\$229,307	\$2,181,818	\$225,285	\$221,763	\$1,796,734
Total Variable Costs (Labor, Material, Carry)	\$99,758	\$182,623	\$1,640,996	\$1,902,190	\$1,514,003	\$1,153,154
Depreciation	\$7,887	\$1,247	\$1,213	\$13,880	\$1,760	\$8,687
Other (Fees, Write-offs/Bonuses/Recreation Fee)	\$0	\$1,057	\$112	\$148	\$791	\$3,074
EBIT	(\$26,467)	\$43,758	\$36,802	\$30,940	\$45,139	\$12,847
Interest (Short-Term/Long-Term)	\$97,495	\$10,842	\$10,292	\$12,546	\$11,299	\$9,846
Taxes	(\$29,846)	\$11,521	\$9,278	\$6,493	\$11,844	\$1,190
Profit Sharing	\$0	\$428	\$345	\$239	\$440	\$44
Net Profit	(\$54,696)	\$20,968	\$14,887	\$11,717	\$21,556	\$2,166

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Traditional Segment Analysis CP109469_1 Round: 5 Dec. 31, 2027

Traditional Statistics

2027 Total Market Size	11,471
2027 Total Units Sold	11,471
Segment % of Total Industry	24.6%
2028 Demand Growth Rate	9.2%

Traditional Customer Buying Criteria

Age	2 Years	41%
Price	\$17.56 - \$27.50	23%
Has Training	Performance & Size 11.5	21%
Service Life	11,000 - 19,000 Hours	9%

Perceptual Map for Traditional

Actual vs. Potential Market Share

Company	Actual	Potential
Andrew	25.2%	24.6%
Baldwin	27.8%	24.6%
Chester	21.8%	24.6%
Digby	20.4%	24.6%
Erie	18.3%	24.6%
Ferlie	16.5%	24.6%

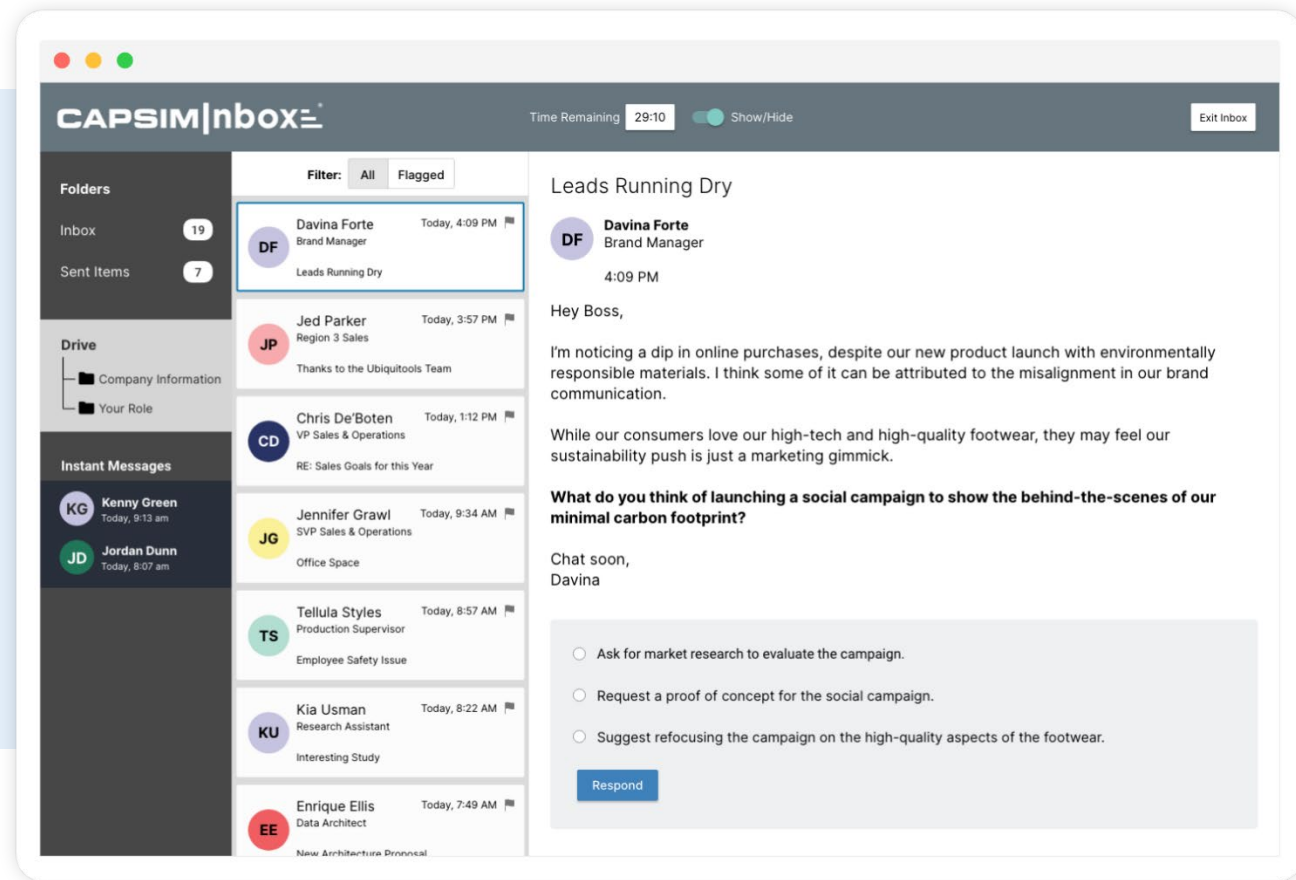
Top Products

Name	Price	Units Sold	Potential	Stock	Revision	Age	Price	Size	MTBF	Index	Customer Accessibility	Promo Budget	Customer Awareness	Customer Satisfaction
Rufid	\$27.50	2,644	1,978	No	21-Aug-2027	1.4	8.7	11.3	18,000	\$1,203	88%	\$1,630	97%	45
Egg	\$25.95	1,591	1,077	No	24-Jun-2027	1.4	8.7	11.3	18,000	\$1,094	77%	\$1,630	87%	38
Claw	\$25.50	1,790	1,492	No	25-Oct-2027	1.2	8.5	11.5	14,000	\$1,065	77%	\$1,630	87%	32
Claw	\$26.95	1,818	1,822	No	17-Sep-2026	2.4	7.8	12.3	14,000	\$1,933	98%	\$1,630	78%	50
Rufid	\$27.50	1,284	2,014	Yes	21-Aug-2027	1.5	8.7	11.3	19,000	\$1,203	88%	\$1,630	97%	47
Claw	\$26.95	1,278	1,196	No	22-Sep-2027	1.4	8.9	11.2	18,000	\$1,064	48%	\$1,630	84%	24
Feiner	\$27.50	1,151	1,089	No	28-Apr-2027	2.2	6.5	12.5	16,000	\$1,203	88%	\$1,630	98%	23
Rufid	\$20.00	32	28	No	16-Jan-2027	5.1	6.5	14.5	12,000	\$1,266	79%	\$1,630	89%	0
Ferlie	\$20.50	12	12	Yes	30-Jan-2025	5.1	6.5	14.5	12,000	\$715	19%	\$0.00	45%	0
Claw	\$28.00	0	0	No	28-Jun-2026	1.1	6.9	14.0	17,000	\$1,000	23%	\$1,000	61%	0

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Leadership Skills Assessment with Inbox Simulations

- **Authentic experiences** via a familiar email interface
- **Measure what matters** most with real-time skills data
- **Quality feedback** delivered individually and instantaneously



Simulation-based behavioral assessment

J **From:** Jane
Subject: Instrument sterilization

After a relatively routine procedure in the OR, one of our techs discovered that the instruments used during surgery had not completed the sterilization process.

The instruments were used by an unaware Dr. Andrews during a successful repair of a hiatal hernia on the patient.

There's currently no sign of infection. The patient and his family are currently unaware of the situation as we continue to examine the details of the incident. **How should we proceed?**

- A. Have Jane schedule a root cause meeting immediately.
- B. Reply to Jane 'Thank you, let me know what you need from me'
- C. Reply to Jane that we need to notify the family right away.

What would you do?

A

Have Jane schedule a root cause meeting immediately.

+10 points: Delegation

+10 points: Leadership

+10 points: Problem-Solving

+10 points: Prioritization

B

Reply to Jane 'Thank you, let me know what you need from me'.

-1 points: Problem Solving

-1 points: Leadership

C

Reply to Jane that we need to notify the family right away.

+3 points: Delegation

+3 points: Prioritization

+3 points: Problem-Solving

Email #29

Jane Fritz
Director of Nursing

JF

Root Cause of Meeting

A Have Jane schedule a root cause meeting immediately.

B Reply to Jane 'Thank you, let me know what you need from me.'

C Reply to Jane that we need to notify the family right away.

Email #41

Jane Fritz
Director of Nursing

JF

OR Issues

Email #33

Dr. Andrews

DA

OR Incident

A blue geometric shape, resembling a triangle or a parallelogram, is positioned in the top-left corner of the slide. It has a thin blue outline and a light blue fill.

Success Story

1

Developing Business Acumen Experientially

A thin red curved line starts from the bottom center and arches towards the right side of the slide, ending near the bottom right corner.

DIAGEO

British Multinational alcoholic beverage company

Use Case: Assess & develop core business knowledge in General Managers

Key Challenges:

- Getting GMs to understand the relation between Finance, Marketing, Commercial, and Supply
- Aligning training directly with new “Levelling Up” sessions delivered by internal SMEs
- Creating a “Diageo-fied” experience for maximum relevance and engagement

Solution: The Best of Both Worlds

2-Day Leadership Accelerator



GROUP-BASED,
FACILITATOR-LED



ON-SITE IN
LONDON



COMPETITIVE
AND ENGAGING

CAPSIMCore®

Custom Skills Assessment



SELF-DIRECTED,
INDIVIDUALIZED



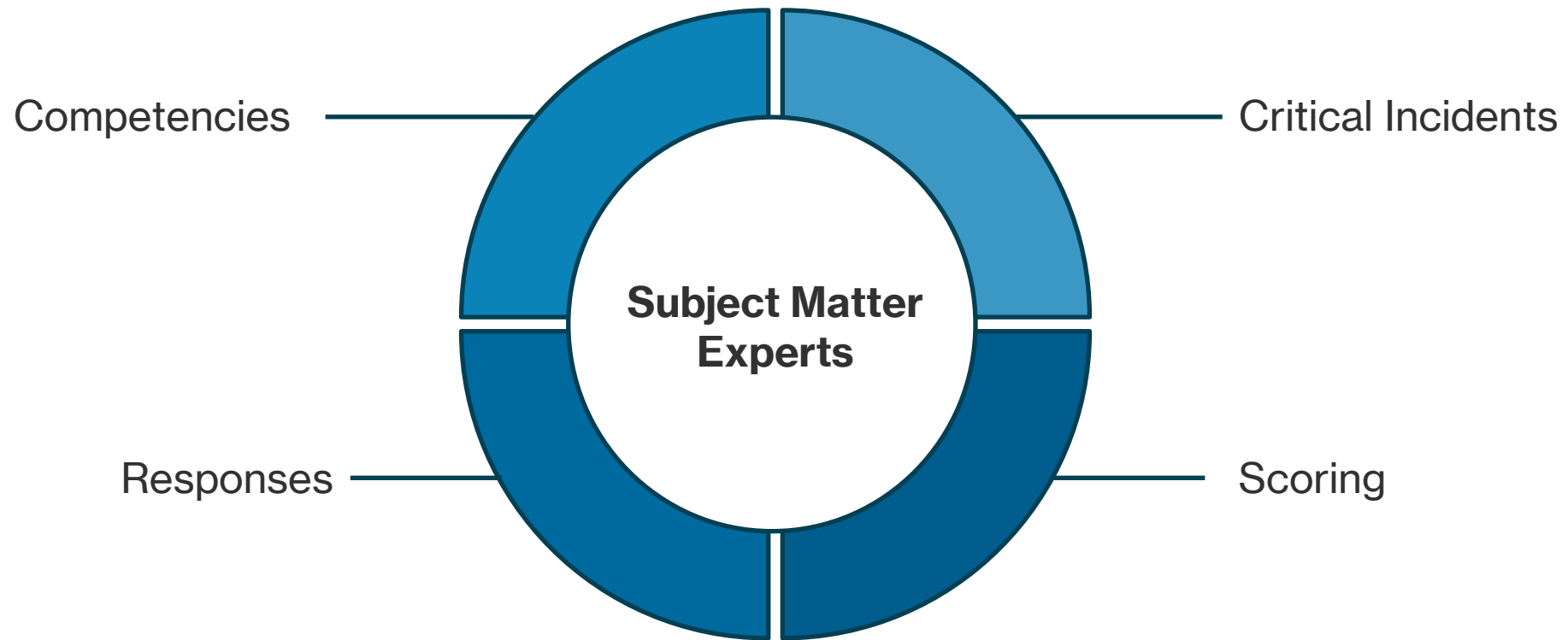
COMPLETED IN
LESS THAN 45
MINUTES



FULLY
CUSTOMIZED TO
SME TOPICS

CAPSIMInbox™

Insight: Authenticity Drives Validity



Results: Actions and Outcomes

Immersive 2-day on-site
simulation competition



Highly-relevant and engaging training
event to develop business acumen

Developed a fully custom sim-
based assessment in 3 months



Scalable way to expose GMs to
real-world Diageo scenarios

Group-based and individualized
performance data



Insights on program efficacy for
future enhancements



Success Story

2 **Sim-based Succession
Planning on a Global Scale**





American multinational engine & generator manufacturer

Use Case: Succession planning from emerging leaders to executive leadership

Key Challenges:

- Creating a scalable and experiential leadership development pathway
- Establishing continuity between mid-level and senior-level programs
- Delivering programs on-site and virtually to a global audience – multiple times a year

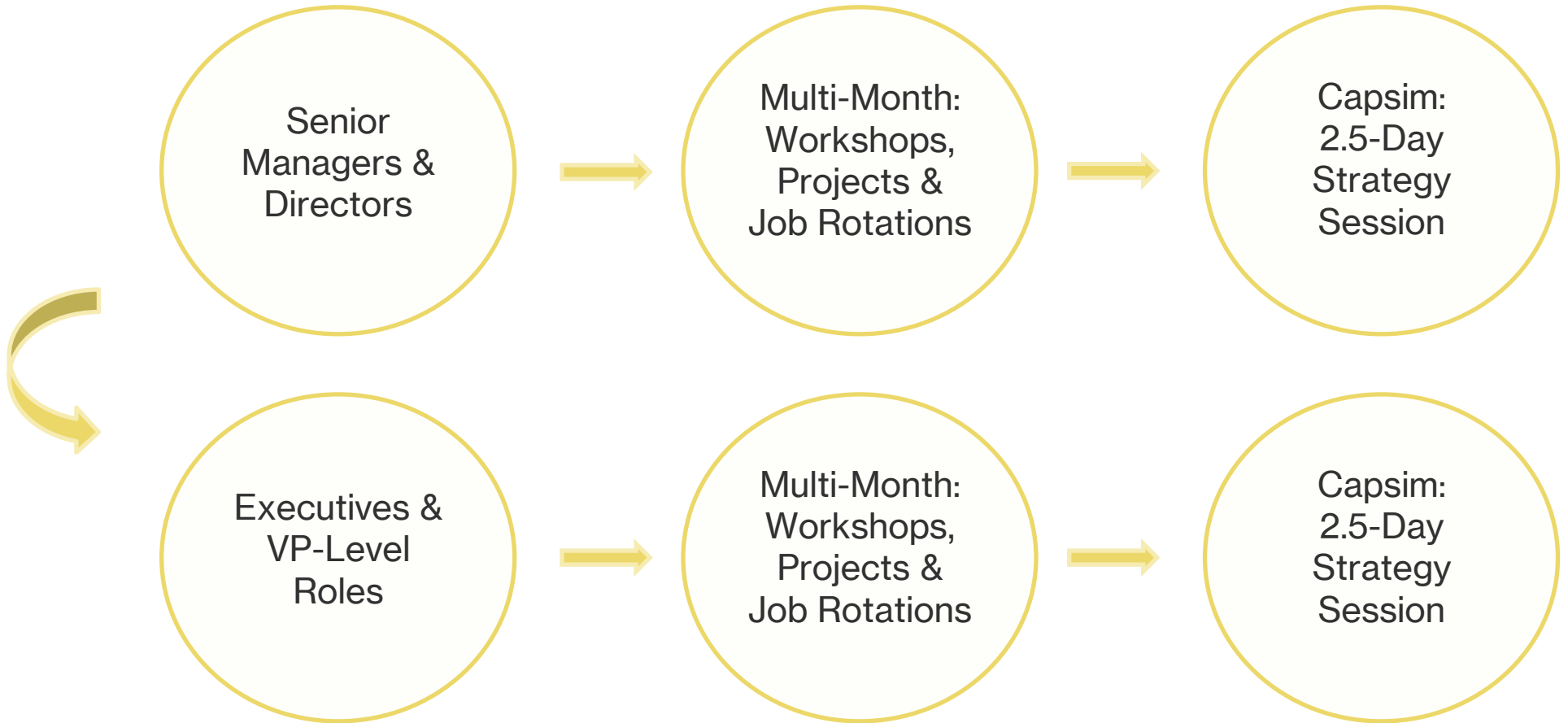
Solution: Capstone for Leadership Pathways

Global Leadership Development Program

GLDP

Executive Development Program

EDP

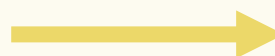


Insight: Alignment Drives Scalability



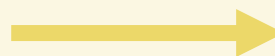
Results: Actions and Outcomes

Scalable, immersive training anywhere, anytime



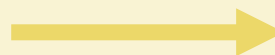
Impactful, hands-on training experience regardless of location

Modifying simulation scenario and starting conditions



Relevant experience aligned with client's industry

Different levels of complexity for different levels of learners



“Steppingstone” training from emerging leaders to executives

Success Story

3 Objectively Measure Leadership Skills



American Association for
Physician Leadership


Global educational organization for healthcare leaders

Use Case: : Increase training demand and enhance certification offering

Key Challenges:

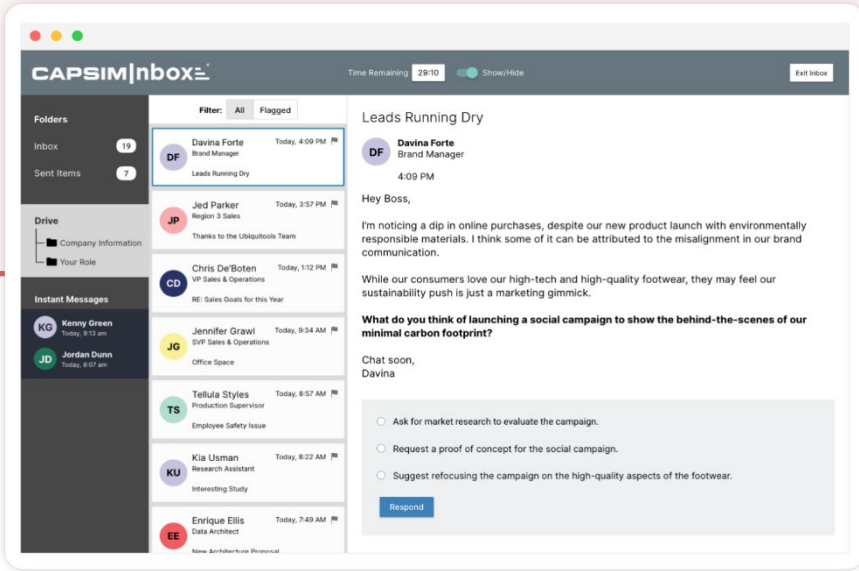
- Providing immersive and engaging training experiences
- Gaining objective skills data aligned with competency framework
- Integrating data into home-grown LMS

Solution: 4 Custom Inbox Simulations in 3 Months



Leadership Technical Skills Framework

- 4 Domains
- 16 Competencies



CAPSIM|inbox™

Fully Customizable Skill Assessment Platform

Operations & Policy

- Governance
- Communication Strategies
- Technology Integration
- People Management

Strategy & Innovation

- Performance
- Systems Awareness
- Differentiation
- Environmental Influences

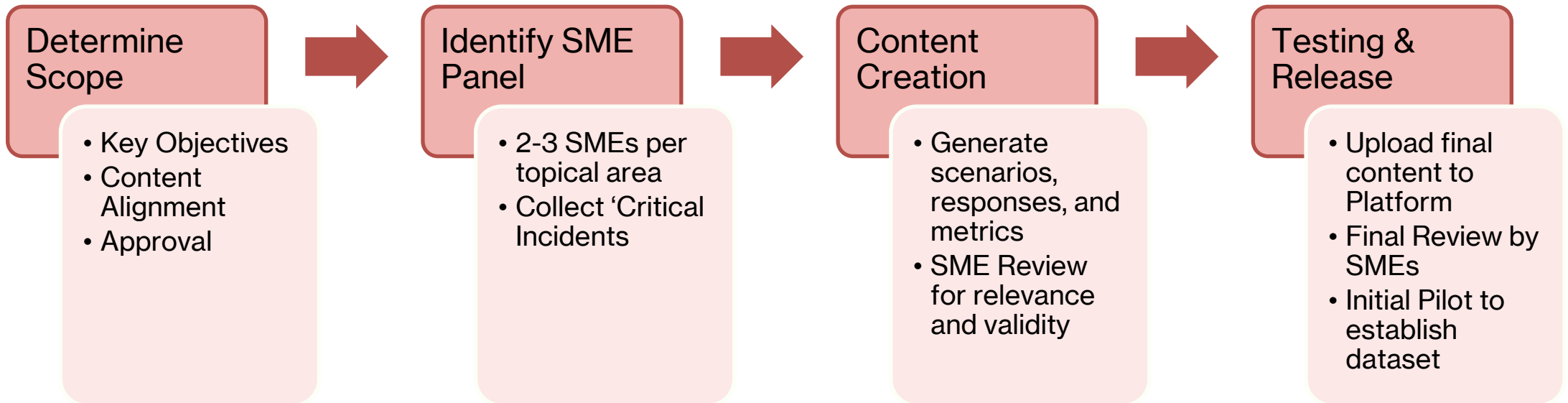
Quality & Risk

- Quality Improvement
- Healthcare Process
- Risk Management
- Health Law

Finance

- Financial Management
- Resource Allocation
- Economics
- Payment Models

Insight: Process Drives Efficiency



CAPSIM|inbox™

AUTHORING PLATFORM

The screenshot displays the CAPSIM|inbox Authoring Platform interface. At the top, the logo and 'AUTHORING PLATFORM' are visible. The top right corner contains 'Help & Support' and 'Exit Project' buttons. Below the header, the page title is 'General Management Demo' and there is a 'Preview Experience' button.

The interface is divided into three main sections:

- Left Sidebar:** A navigation menu with items: Skills, Scenario, Characters, Drive, Gadgets, **Inbox** (highlighted), Report, and Administration. A 'FEEDBACK' button is at the bottom.
- Central Panel:** A list of items with an 'Add' button and a 'Filter (0)' dropdown. The items are:
 - Reference Letter Request:** Robert Ryerson, Financial Analyst, Reference Letter Request (highlighted).
 - Fwd: Thanks to the UbiquiTools Team!:** Sandra Joss, Sr. Sales Manager, Fwd: Thanks to the UbiquiTools Team!.
 - CliMate Video:** William Gretsches Jr., Chief Marketing Officer, CliMate Video.
 - IM-1:** Mentor Mark, Mentor.
- Right Panel:** A detailed view of the selected 'Reference Letter Request' for Robert Ryerson. It includes:
 - Profile: Robert Ryerson, Financial Analyst, with an 'Edit' button.
 - Title: Reference Letter Request.
 - Text: 'I'm writing to ask if you'd serve as a reference for me. I realize this might be catching you off-guard, but I'm planning on leaving the company. It would be great if you could also write me a letter of recommendation that I can include in applications. You've always been very kind to me and you know what a hard worker I am, so I'm hoping you won't mind writing the letter on my behalf. My boss doesn't know yet, so please keep this confidential.'
 - Text: 'Thanks in advance, Rob'
 - Response List:
 - Reply to Rob that you are delighted to serve as a reference for him.
 - Forward to Jordan (your admin) and ask her to draft the initial letter.
 - Reply to set up a time to meet with Rob to explore why he is leaving the company before committing to writing him a letter.
 - Trigger: 'This response triggers: IM-1: Mark.'

Results: Actions and Outcomes

Quickly adapt static content into practical experiences



Highly relevant training aligned with competency frameworks

Percentile data for objective comparison between learners



Pinpoint skills gaps and accelerate development

Integrate data directly within LMS/LXP systems



Gain deeper insights to prioritize future training initiatives



Success Story

4 Proving Training ROI





World-renowned, multinational tech company

Use Case: : Empirically measure training impact of a new program

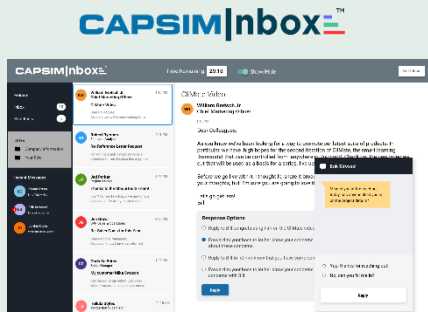
Key Challenges:

- Measuring "hard-to-measure" leadership skills
- Objectively identifying emerging leaders for supervisory roles
- Conducting synchronous training virtually across 14 countries and 3 continents

Solution: Pre/Post Assessment



PRE-TEST



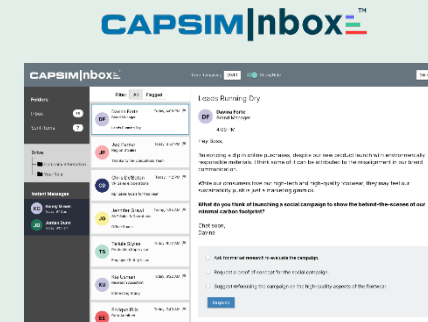
Benchmark General Management competencies

INTERNATIONAL BUSINESS STRATEGY SIMULATION



3-Month, Group-based Simulation Strategy Sessions

POST-TEST



Evaluation of People Management competencies

Solution: Leadership Development Series

Overall Performance 1

60th Percentile

Your overall performance was at the 60th percentile. This overall score is based on how quickly and accurately you responded to the emails and messages during the exercise. The score is a percentile, which shows your overall performance relative to the CapsimInbox database. A score of 60th percentile means that you performed higher than 60% of the individuals in the database.

Self Awareness 3

Your self-awareness index is a 3. This score reflects how accurately your self-assessments match the objective assessments produced by CapsimInbox. Higher scores equate to more accurate self-awareness. Your score indicates that you are currently average in self-awareness accuracy. When you are inaccurate, it is due to over-rating yourself. It is important to recognize that an accurate understanding of your skills is the essential first step to improving these skills.

Development Index 2

Advanced				
Intermediate				
Novice				
	Inconsistently	Somewhat inconsistently	Somewhat consistently	Consistently

Your development index shows your current level of skill proficiency is at the Intermediate level. Across the five skills, you Inconsistently demonstrated this Intermediate level of proficiency. Your ultimate goal for professional development is to consistently demonstrate an advanced level across all five skills.

Skill Gap 4



Below are your scores on three essential skills that relate to effective time management. Also shown is how you rated yourself on these skills. Gaps that span two colors are often the most in need of development.

● Self Assessment ◆ Inbox Assessment




- Organizing** ● 10 ◆ 50
- Leading** ● 20 ◆ 60
- Problem Solving** ● 30 ◆ 70
- Communicating** ● 20 ◆ 60
- Initiating** ● 10 ◆ 50

Insight: Quality Data Drives Quality Insights

Overall Percentile

CapsimInbox Version	Percentile
General Management ⓘ	 49th Percentile
People Management ⓘ	 71st Percentile

Skills Scores

Skill	Percentile	Net Change ⓘ
Organizing ⓘ		+7
Initiating ⓘ		+27
Problem Solving ⓘ		+49



It's the ultimate validation of your training efforts to be able to say "here's where we were, and here's where we are now". Most training is technical, so it's easy to see that change. CapsimInbox lets us see it, even when the results aren't technical and in your face.

Jim Chismar PMP, ProSci CMP
Team Manager in M365 FastTrack Center, Microsoft

Results: Actions and Outcomes

Assess skills at the beginning of the program



Benchmark learners and pinpoint current skill gaps

Quantify the skill development at the end of the program



Track learner skills longitudinally across the learning journey

Measure training impact of program



Remediate future programs to be more effective

Success Story

5 Enhancing Organizational Alignment



American Multinational Pharmaceutical Company

Use Case: : Enhance strategic alignment of core business units

Key Challenges:

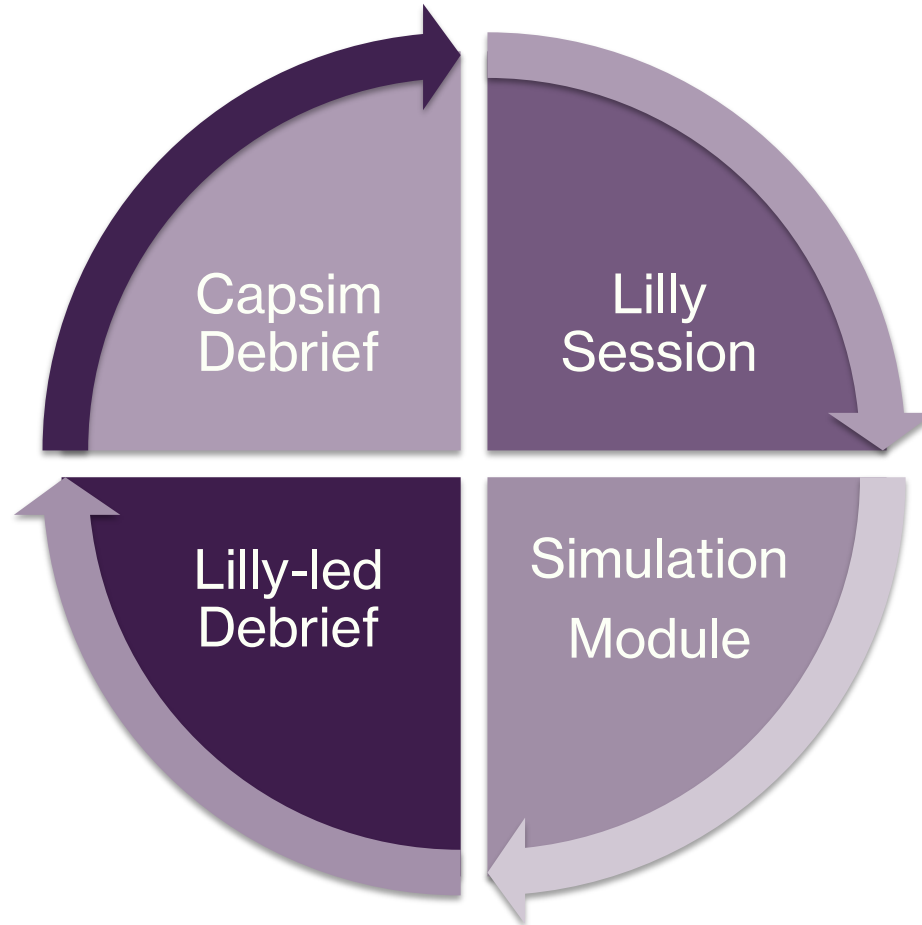
- Enhancing cross-functional understanding of different business units
- Building business acumen and financial literacy
- Aligning training to Eli Lilly operations

Solution: Collaborative Delivery

- Capsim and Lilly work in unison to enhance relevance to Lilly's core operations
- Collaborative debriefs
 - Capsim's TQM Module = Lilly's Manufacturing Scorecard
 - Financial Statement Analysis Comparison from Simulation to Lilly



Insight: Collaborative Debrief



Results: Actions and Outcomes

Embed decision-making on Total Quality Management



Direct comparison to Lilly's Manufacturing Scorecard

Collaborative debriefs



Unified message from Capsim and Lilly enhances transfer of learning

Demonstrate how core BUs must be aligned to successfully implement strategy



Breaking down silos through cross-functional understanding

Summary - Alignment & Relevance Drive Impact



DIAGEO



Capsim is a piece of the puzzle

- Align with learning/programmatic objectives
- Seamlessly integrated into a larger program
- Ensure the experience is as relevant as possible
- Provide empirical data to demonstrate outcomes

A solution provider needs to work in perfect harmony with your process, not as a 'one-size-fits-all' solution.

Special Offer: Capsim Launchpad

Leadership Accelerator & Skill Assessment

- Requires only 30-mins of your time
- Aligned directly to your needs
- Pilot with your team in 2 weeks



See how simulations can benefit your leaders today!

Special Offer: Capsim Launchpad

Step #1

Needs Analysis

If you have a use case in mind, schedule a chat with us.

Step #2

Delivery & Pilot

Within two weeks, you will receive a custom setup to pilot internally.

Step #3

Next Steps

Want to move forward? Ready to implement at scale immediately.

Thank you for your time!

Interested in learning more?

- “[Test Drive](#)” any of our Simulations
- Custom Consultation on how we can assist
- Learn more about our success stories

Capsim Chat w/ Matt
Meeting Link



Schedule a call to
discuss:

- Proof of Concept
- 1-on-1 Demo



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