

LIST OF

# **SIMULATIONS**



# Contents

Overview .....	3
iLead Simulation .....	4
ChangeQuest Simulation .....	5
Build-Your-Business Simulation .....	6
Trust Simulation .....	7
Inbox Simulation .....	8
SalesQuest Simulation .....	9
Grand Prix Simulation .....	10
Coaching Simulation .....	11



*“I hear and I forget.  
I see and I remember.  
I do and I understand.”*

Confucius

# Overview

A simulation is the imitation of a real-world process or system over time. Over the past few decades, simulated training has become very popular for learning new skills and technical processes, in a safe environment where learners can practice without impacting real world situations.

Research and common sense both indicate that behavioral capabilities are much harder to learn than technical skills. Research suggests that this typically takes 10,000 hours or 6-10 years to accomplish. Therefore, learners find it difficult to sustain the practice of ambiguous and complex skillsets. As a result, error margins are higher, and the cost of not mastering a skill is substantial.

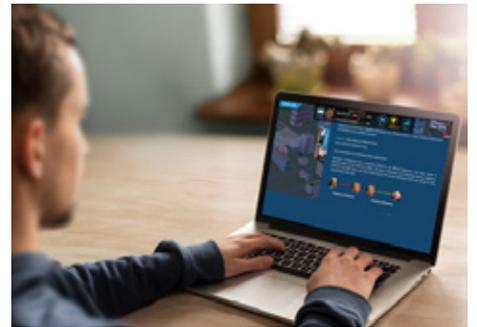
KNOLSKAPE offers simulation-based behavioral learning solutions to help organizations accelerate learners' mastery of leadership and digital competencies, preparing them for the Digital Age.

## Features:

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### SIMULATIONS

- Complex Scenarios
- Assisted practice
- Dynamic and true-to-life
- Remarkable accuracy
- Gamification elements
- Safe Learning Environment
- Constant Feedback Loop
- Real-time, Personalised Analytics



## Benefits:

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### SIMULATIONS

- Demonstrable Mindset Change
- Exceptional ROI
- Actionable Insights
- Higher Completion
- Fun and Engaging
- Accelerated Learning
- Improved Business Performance
- Bridges gap between theory and practice
- Personalized Learning



Here's a list of simulations KNOLSKAPE has to offer

# iLead Simulation

## About the simulation

The iLead simulation is designed to help participants build leadership capabilities. It puts participants in the role of a team manager, who is required to achieve business objectives by energizing and inspiring the team while responding to their needs.

To succeed, participants are expected to use a variety of leadership styles in response to tough situations that emerge within the simulation.

### Competencies addressed

- Contextual Leadership
- People Management
- Performance Management
- Managing Sales Pipeline

### Analytics

- Dominant Style
- Contextual Leadership Capability
- Range of Leadership Styles
- Consistency in Leadership Style
- Team Performance under Leadership

### Recommended for

- First Time Managers
- High Potential Employees
- Middle Level Managers
- Promotion-ready individual contributors

### Duration of simulation

- 60 minutes
- 90 minutes
- 120 minutes

### Simulation rating

- **4.41 / 5**

### Simulation recommendation

- Recommended by **94.21%** of participants

## PARTICIPANT FEEDBACK

### iLead simulation

“Purely people skills based simulation. It made me realize that there are so many tools of team management”

“Real time cause-and-effect relationship, and real VUCA situations included in the simulation”

“Continuous feedback, action recommendations, and alerts on leadership styles helped me understand where I can improve”

“The simulation helped me practice and evaluate what I learnt in theory”

“The dynamism of the thoughts and emotions of the people is captured so well and appears to be real time”

“The simulation effectively captures the complexity of managing people”

# ChangeQuest Simulation



## About the simulation

ChangeQuest helps participants bridge the gap between the theory and practice of influencing internal stakeholders. It also helps participants understand the strategic and tactical aspects of change management. Within the simulation, participants play the role of a change agent in a virtual organization with the goal of convincing internal stakeholders to bring about a transformational change within the organization, without exercising authority over the stakeholders.

### Competencies addressed

- Influencing Skills
- Innovation Marketing
- Leadership without Authority
- Change Management

### Analytics

- Influencing Style & Capability
- Communication Style
- Innovation Diffusion Curve
- A-I-D-A Model
- Change Adoption Rate

### Recommended for

- Individual contributors
- First Time Managers
- High Potential Employees
- Middle Level Managers
- Senior Leaders

### Duration of simulation

- 60 minutes
- 90 minutes
- 120 minutes

### Simulation rating

- **4.22 / 5**

### Simulation recommendation

- Recommended by **94.61%** of participants

## PARTICIPANT FEEDBACK

### ChangeQuest simulation

“The simulation urges us to think of different paths to get approvals and implement strategies”

“The Simulation is challenging, intuitive, and thought provoking”

“It helped me learn the dynamics of effective communications within an organisation to influence decisions and change adoption happens therein”

“It really made me feel that I was in that role and organisation. Also it helps you to change your approach according to the situation”

# Build-Your-Business Simulation

## About the simulation

The Build Your Business Simulation is designed to help participants understand and practice business acumen and entrepreneurship capabilities. Within the simulation, participants assume the role of the company's CEO, responsible for all the business decisions – pricing, production, quality, advertising, employee morale and ensuring the successful launch of a new venture. The simulation allows participants to read financial documents, understand the interdependency between functions, taking risks, and the importance of all the functions working together for the business to thrive and report high profits.

### Competencies addressed

- Business Acumen
- Strategic Execution
- Competitor Analysis
- Execution Excellence
- Market Orientation
- Inventory Management

### Analytics

- Net Profit
- R&D Cost
- Market Share
- Employee Utilization
- Opportunity Lost
- Inventory

### Recommended for

- Individual contributors
- First Time Managers
- High Potential Employees
- Middle Level Managers

### Duration of simulation

- 60 minutes
- 90 minutes
- 120 minutes

### Simulation rating

- **4.28 / 5**

### Simulation recommendation

- Recommended by **90.80%** of participants

## PARTICIPANT FEEDBACK

### Build Your Business Simulation

“Gave guidance to the thinking process and helped improved decision making by keeping in mind the big picture”

“The simulation provides non-business people an opportunity to learn how to run a business”

“The simulation is self explanatory and very easy to work with. The instructions are exhaustive and the interface is intuitive”

“It was real time data, you can analyse each and every aspect of business”

“Planning options are very meticulous and exciting. Analysis section is slightly confusing as there are too many reports”

“Apart from the given metrics, depending on the market scenario, the simulation allows room for intuitive guesswork”

# Trust Simulation



## About the simulation

Trust simulation is designed to provide scenarios for participants to influence and build trust with external stakeholders. It focuses on Relationship Styles, Power Maps, and Trust building capabilities. The simulation puts the participant in the role of an account manager who is required to gain the trust of a client, and build a better relationship with the client than the competitor, to win a deal.

Relationship Styles help the participant understand what drives the stakeholder to be influenced, and Power Maps aid in identifying the relationships amongst the stakeholders.

### Competencies addressed

- Collaboration
- Building Trust
- Relationship Styles
- Understanding Networks
- Client Centricity

### Analytics

- Style Identification Capability
- Trust Meter
- Range of Relationship Styles

### Recommended for

- First Time Managers
- High Potential Employees
- Middle Level Managers
- Senior Leaders

### Duration of simulation

- 60 minutes
- 90 minutes
- 120 minutes

### Simulation rating

- **4.52 / 5**

### Simulation recommendation

- Recommended by **93.15%** of participants

## PARTICIPANT FEEDBACK

### Trust Simulation

“Nail biting finish! Once social styles became clear, the game engaged me quite a lot. Networks and lobby also helped”

“Immersive; time flies; the concept gets drilled automatically”

“Realistic. Understanding each and every customer social style, follow up actions are all key to wining deals in real life”

“Understanding the importance of interpersonal relationship. Build relationship based on power map. Finding importance of matching personality, skills and centre of interest”

“Excellent real time presentation”

“It will help in channelization of communication and help in understand the Project Management skills”

# Inbox Simulation

## About the simulation

The Inbox simulation is designed to help participants build core managerial capabilities like time management, team management, delegation and prioritization. Within the simulation, a participant assumes the role of an employee within an organization whose role is to manage tasks in a busy day. Participants are exposed to a series of tasks and are expected to achieve business objectives by prioritizing and executing tasks within an allotted time.

### Competencies addressed

- Prioritization
- Delegation
- Responsiveness
- Strategy
- Customer Orientation

### Analytics

- Customer Satisfaction
- Time to Resolve
- Prioritization and Delegation Capabilities

### Recommended for

- Individual Contributor
- Promotion-ready employees
- First Time Managers
- HiPots

### Duration of simulation

- 45 minutes
- 60 minutes

### Simulation rating

- **4.14 / 5**

### Simulation recommendation

- Recommended by **83.42%** of participants

## PARTICIPANT FEEDBACK

### Inbox Simulation

“Very interesting concept and measuring system”

“Liked the real life scenario of troubleshooting experiences”

“It provides an opportunity to practice real life situations that are very relevant to my work”

“It was real time data, you can analyse each and every aspect of business”

“The simulation is designed very carefully and intelligently”

# Sales Quest Simulation

## About the simulation

The Sales Quest simulation is designed to help participants develop sales capabilities and provides organizations with a scalable and cost-effective solution for imparting sales process training. The simulation puts participants in the role of a sales executive, who is tasked with selling a B2B product to clients.

To succeed, participants are expected to generate leads, qualify them, and with more and more interactions, convert them into revenue.

### Competencies addressed

- Strategic & Business Focus
- Interpersonal Skills
- Product Knowledge
- Managing Sales Pipeline

### Analytics

- Dominant Selling Style
- Dominant Key Competency
- Deals won & lost
- Margins Achieved
- Sales Velocity
- Revenue Generation

### Recommended for

- Frontline Sales Managers
- Sales Executives

### Duration of simulation

- 60 minutes
- 90 minutes

### Simulation rating

- **4.45 / 5**

### Simulation recommendation

- Recommended by **93.15%** of participants

## PARTICIPANT FEEDBACK

### Sales Quest Simulation

“Very good simulation for sales, clearly outlining and tracking the sales process”

“Interesting! I learnt how to manage, plan, propose, negotiation and get deal in the end”

“Challenging case study”

“Great tools to educate Sales Executive to do better works and skill to get more sales in”

# Grand Prix Simulation



## About the simulation

The Grand Prix simulation is designed to help participants build Analytical Thinking, Problem Solving, and Decision-Making capabilities. It puts participants in the role of a team manager, who is required to take key business decisions end-to-end by managing resources allocated and meeting the objectives set out.

The simulation takes participants through an exciting journey of racing, and tests their project and portfolio management mettle.

### Competencies addressed

- Strategic Decision Making
- Critical Thinking
- Problem Solving
- Risk Management
- Stakeholder Management
- Team Development
- Conflict Resolution

### Analytics

- Performance Score
- Team Standing
- Phase-wise Performance Trend
- Risk score

### Recommended for

- First Time Managers
- Middle Managers
- Senior Leaders

### Duration of simulation

- 90 minutes
- 120 minutes

### Simulation rating

- **4.40 / 5**

### Simulation recommendation

- Recommended by **91.11%** of participants

## PARTICIPANT FEEDBACK

### Grand Prix Simulation

“The simulation gives the insights to the importance of the pre-planning phase”

“The simulation helped me understand how I react to things, and how I make decisions - It was as if I was looking in a mirror”

“A very different approach, excellent to connect learning with F1”

“The simulation is user friendly, well explained & has great visuals”

“Great simulation which requires critical thinking through out the implementation”

# Coaching Simulation



## About the simulation

The Coaching Simulation is designed to help managers learn the essentials of coaching, motivate the team, and master the nuances of dealing with the emotions of team members. It puts the participants in the role of a Sales Manager responsible for coaching the team to improve performance and meet revenue targets. The Manager has to keep in mind a GROW mindset for the team members.

### Competencies addressed

- Effective Communication
- Managing Performance
- Trust Building
- Powerful Questioning
- Accountability
- Team Development

### Analytics

- Key Competency
- Coaching Readiness
- GROW Accuracy
- Performance Trend

### Recommended for

- First Time Managers
- Middle Managers
- Senior Leaders

### Simulation rating

- **4.42 / 5**

### Simulation recommendation

- Recommended by **89.89%** of participants

## PARTICIPANT FEEDBACK

### Coaching Simulation

“The simulation helps in reading and understanding others that helps in coaching”

“The simulation helped me understand understanding the GROW model to coaching others to succeed”

“The simulation is very interactive, which helped me understand how to respond in real life situations”

“I felt like I was being coached by a real person, in real-time; Very practical, and instant feedback”

“Very snazzy and engrossing”