



LEADERSHIP SIMULATION

Perform a high-impact role play to gain insights about your interpersonal management style.

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Management style and people skills have as much impact on a manager's career progress as knowledge and technical competencies. LEADERSHIP SIMULATION is a personalized learning experience for managers to analyze their style and gain insights for improving how they work with people. After participants review their recorded session, they meet with a coach to develop a plan for improving how they organize and structure meetings, communicate with others, manage differences, and gain the commitment of people around them at work. Both rising stars and seasoned managers who need to regain momentum in their careers will sharpen their leadership styles by analyzing firsthand their people skills in action.

LEADERSHIP SIMULATION may also be a component of our Executive Education Package, an intense development program for managers.

BENEFITS AND OUTCOMES

After taking part in a realistic simulated role play, managers:

- See how they appear to others, and how their own style and behaviors influence their effectiveness
- Enhance their leadership development, applying powerful feedback to a practical action plan for enhancing their people skills
- Receive valuable analysis of their management style, and coaching for improvement
- Have an historic record (both visual and written) for benchmarking future growth and improvement.

HOW IT WORKS

Managers have 20 minutes to prepare for a 15-minute recorded role play, an encounter with an "employee," our own behavioral professional. This becomes the basis for learning and gaining insights. The video is analyzed by one of Psychological Associates' communications experts, who provides a detailed evaluation of the manager's performance. In a face-to-face coaching meeting, the manager reviews the video and written report with a Ph.D. consultant. The emphasis is on analyzing behavior, coaching for enhanced leadership performance, and planning for how to be more effective in the future. It's very insightful for managers to see themselves as others see them in a realistic management role.

