KNOLSKAPE

BUSINESS SIMULATIONS

Prepare your leaders to drive strategic outcomes in a competitive, risk-free, simulated environment.

Contents

"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:

SIMULATIONS

Complex Scenarios

Assisted practice

Dynamic and true-to-life

Remarkable accuracy

Gamification elements

Safe Learning Environment

Constant Feedback Loop

Real-time, Personalised Analytics
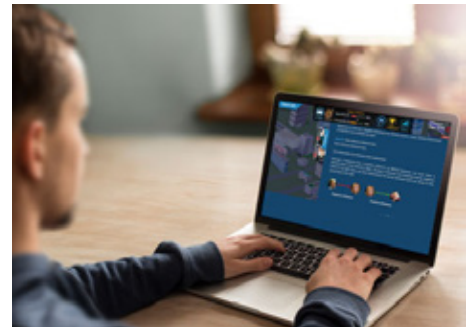
Benefits

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

UnBias Simulation

About the simulation

Organizations are working to build diversity by hiring people from different backgrounds and with a variety of characteristics. But unfortunately, many organizations stop at employing a diverse workforce without focusing on inclusion. In a global business environment, leaders need to focus on building an inclusive culture that fosters belongingness.

To become inclusive, the organization needs to overcome unconscious biases at work. Biased decisions can cost an organization heavily in terms of business, legal and social capital. Leaders at times are unaware that their perspectives are influenced by their backgrounds, experiences, and beliefs. This blind spot makes it difficult for even well-intentioned professionals to keep bias away from their decisions.

While it might be impossible to get rid of biases overnight, it is certainly possible to counter the biases with a rational approach. This simulation-powered course helps learners identify biases that creep into their thought processes. It establishes a structured approach that they can rely on to make more mindful and objective decisions at work.

Learning Outcomes
- Discover the impact of unconscious biases at work
- Recognize different unconscious biases
- Leverage a structured approach to combat biases
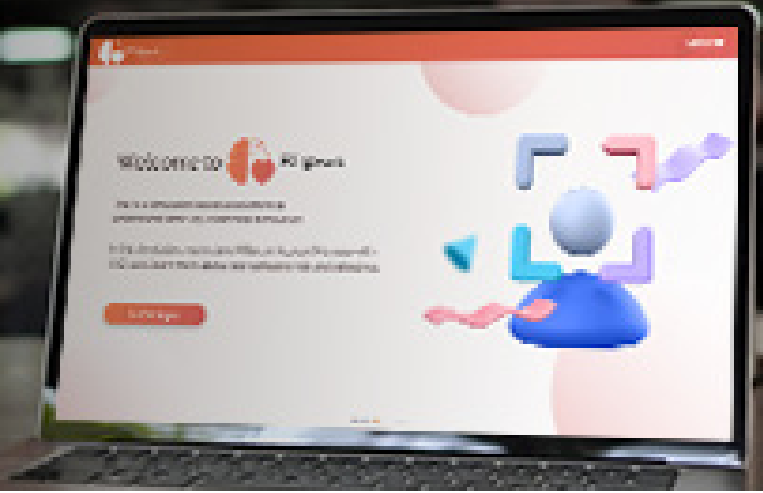- Identify ways to become an inclusive leader

Analytics
- UnBias Score
- Performance against Objectives
- Awareness Score
- Sensitivity Score
- Behavioral Agility Score
- Commitment to Change Score

Duration of simulation
- 25 minutes

EI@Work Simulation

About the simulation

The ability to deal with emotions at work is now being recognized as a key leadership attribute in many organizations. Leaders who struggle to cope with emotions often end up making disastrous decisions at work by trying to be either people-centric or business-centric. At the same time, leaders who can analyze emotions and handle them well are able to balance the needs of both people and business, thereby driving their teams to greater standards of conduct and performance.

But to be emotionally intelligent to do this, it is not enough that leaders are able to identify emotions. They must also be able to deconstruct them into contributing triggers and then work towards addressing these in a positive manner. This simulation-powered course familiarizes leaders with an effective, time-tested framework that can help them become more emotionally savvy at work.

Learning Outcomes
- Develop a wider emotional vocabulary
- Identify how emotions are triggered
- Address emotional states to improve productivity
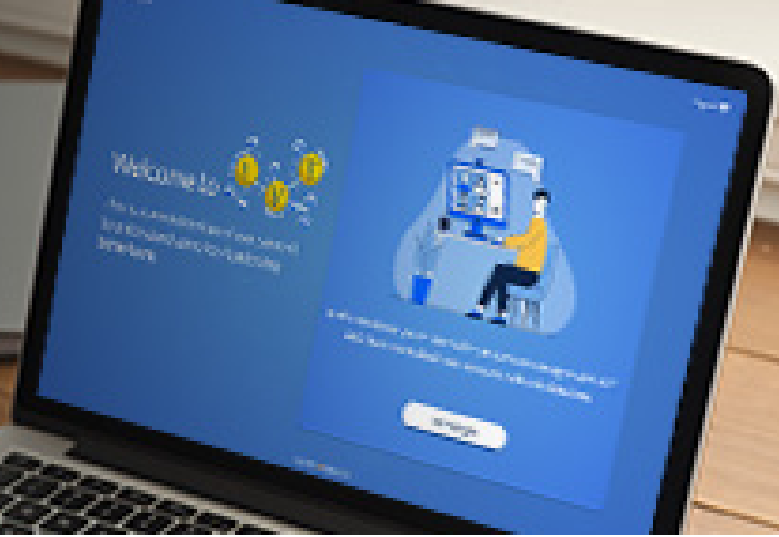- Integrate empathy to build stronger relationships

Analytics
- Emotional Awareness Score
- Performance against Objectives
- Self-Awareness Score
- Self-Management Score
- Empathy Score
- Relationship Management Score

Duration of simulation
- 30 minutes

Leading Virtual Teams Simulation

About the simulation

Virtual teams are becoming the norm rather than the exception these days. Those leading these teams are entrusted with responsibilities, but they are often not equipped with the tools needed to do their job effectively. They may prioritize people or results, but not both in a way that leads to win-win outcomes.

This course will help leaders develop a framework-based strategy that makes them more impactful in ensuring performance, growth and commitment from their teams. KNOLSKAPE's LVT simulation puts participants in the role of a leader of a globally distributed team that's given a tough target. The choices that participants make as they navigate the challenges in the simulation will shed light on the effective approaches they need to take with a virtual team. The simulation focuses not only on the productivity of virtual teams but also on how a leader's decisions can affect their teams' overall energy levels.

Learning Outcomes

- Define virtual team structures and their salient points
- Understand the challenges faced by virtual team members
- Construct a systematic approach to leading virtual teams
- Enhance morale, cohesiveness and productivity of virtual teams

Analytics

- Leadership Score
- Performance against Objectives
- Drive for Results Score
- Inclusivity Score
- Communication Score
- Empathy Score
- Delegation Score

Duration of simulation

- 30-40 minutes

Data & Decisions Simulation

About the simulation

Organizations are 23X more likely to acquire customers, 6X as likely to retain those customers, and 19X as likely to be profitable when they are data-driven.

While organizations are looking to improve their business with data, they also need to bridge the ever-widening gap between business and data. Analytics cannot deliver value unless aligned with business goals and needs.

This course intends to help leaders address any gaps in using data and analysis for making business decisions.

KNOLSKAPE's Data & Decisions simulation places participants in a team within an organization. Their objective is to analyze the data available and arrive at the right decisions or recommendations. During the simulation, the participant will have to choose between various strategies for analyzing and interpreting data. The experience will help participants understand how to approach and harness data and analytics to drive high-quality, result-oriented decision-making.

Learning Outcomes
- Appreciate the need for data-based decision making
- Identify and bridge gaps between business and data
- Discover ways to define and solve business problems using data
- Learn how to leverage different data analysis approaches to create business solutions

Analytics
- Data-based Decision Making Score
- Performance against Objectives
- Problem Definition Score
- Analysis Approach Score
- Insight Driven Approach Score
- Outcome Orientation Score

Duration of simulation
- 30-40 minutes

DataWhiz Simulation

About the simulation

Data-driven culture has become a necessity for organizations today because of the explosion of data. To deal with it, organizations need more people with the ability to interpret data, visualize it effectively and make meaningful decisions. To develop these skills, KNOLSKAPE presents DataWhiz - the Data Visualization and Interpretation simulation!

This simulation helps learners understand how to interpret different forms and formats of data, identify what's relevant, generate insights and present the findings in an effective manner. It places learners into a virtual taskforce where they must apply their skills and knowledge in using and presenting data in ways that would help the organization's leadership take confident, informed strategic decisions about the future of the organization.

Learning Outcomes
- Learn how to identify and highlight relevant information in visuals
- Develop the skill to draw the correct inferences and conclusions from available data
- Become familiar with the most effective formats for accurately representing data
- Understand how to generate insights in a manner that compels and engages the audience

Analytics
- Data Visualization Score
- Performance against Objectives
- Data Representation Score
- Visual Clarity Score
- Data Interpretation Score
- Insight Building Score

Duration of simulation
- 40-60 minutes

Digital Transformation Champion

About the simulation

In the age of digital, rapid changes are sweeping across various industries. Organizations do not have a choice anymore - they must either take the lead by transforming themselves, or find their own survival called into question. But to succeed in driving such transformations, they must be able to enroll their ecosystems into new strategies, cultures and capabilities.

This simulation helps participants understand how to initiate and lead digital change in their ecosystems. It challenges participants to take a range of actions across their ecosystem - consisting of colleagues, business partners and clients - and steadily build support for the digital initiative until there are enough stakeholders adopting it. The experience of playing the simulation will help participants absorb the essentials of being a truly-effective transformation leader in the era of Digital.

Learning Outcomes
- Develop the knowledge, skills and understanding needed to analyze and prepare the ecosystem for digital transformation
- Identify ways and means of driving sustainable, successful transformations by understanding behavioral responses to digital tools
- Bring about realignment of strategy, culture and capability to help the ecosystem accept and realize value from digital transformation initiatives

Analytics
- Transformation Champion Score
- Performance against Objectives
- Transformational Leadership Score
- Digital Dexterity Score
- Strategic Alignment Score
- Capability Building Score
- Cultural Adjustment Score

Duration of simulation
- 45-75 minutes

Happiness@Work Simulation

About the simulation

Happiness is one of the most significant determinants of professional success. Happier employees work harder, work better in teams, and are more productive. The return on investing in employee happiness is, therefore, a win-win proposition for any organization.

Leaders need to tackle issues that directly impact team members' performance and morale head-on and create conducive work environments. *But how does one do it?*

KNOLSKAPE's Happiness@Work simulation, based on Professor Raj Raghunathan's *BAMBA© Model of Happiness,* bridges the gap between theory and application. It equips leaders with tools to enhance happiness and boost engagement and productivity of their organization.

Learning Outcomes

- Recognize the five needs that should be fulfilled to foster happy and successful teams
- Identify the significant determinants of your team member's happiness at work
- Employ creative and effective ways to address the identified determinants of their happiness and thereby enhance productivity

Analytics

- Team Happiness Score
- Performance against Objectives
- Overall BAMBA proficiency
- BAMBA proficiency across individual's needs

Duration of simulation

- 60 minutes

"Success is not the key to happiness.
Happiness is the key to success.
If you love what you are doing, you will be successful. "

Albert Schweitzer

Agile Simulation

About the simulation

For organizations to stay ahead of the competition in the current business landscape, there is a need to work in a manner that allows them to respond to the dynamism quickly and easily. KNOLSKAPE's Agile Simulations is designed to help organizations transform their employees into agile value creators.

Within the simulation, learners are tasked with delivering a new product to the market at a faster pace, without compromising on customer experience. To succeed, learners must ensure that the product development happens in an agile production process, with smaller production cycles keeping the customer in focus.

Competencies addressed
- Agility
- Customer Centricity
- Change Agility
- Collaboration
- Result Focus

Analytics
- Agile Leadership Score
- Performance against Objectives
- Customer Centricity Score
- Change Agility Score
- Talent Dexterity Score
- Continuous Learning Mindset Score

Duration of simulation
- 45-75 minutes

Design Thinking Simulation

About the simulation

The Design Thinking Simulation is designed to help learners change the way they approach problems and problem-solving. The simulation puts learners in the role of a leader of a business that has been facing severe growth concerns and challenges them to achieve rapid growth and great customer experience in a short span of time.

The simulation helps learners understand the process of design thinking - from understanding customers to ideas & solutions to creating business value - in an experiential format. The simulation brings the powers of gamification to engage, educate and empower the learner to achieve great results, and delivers powerful lessons that can be applied in real life as well.

Competencies addressed
- Innovation
- Creativity
- Problem Solving
- Customer Centric Solutioning

Analytics
- Design Thinking Score
- Performance against Objectives
- Exploration Score
- Creation Score
- Reflection Score
- Innovation Score

Duration of simulation
- 45-75 minutes

Simulation rating
- **4.60 / 5**

Simulation recommendation
- Recommended by **96.2%** of participants

PARTICIPANT FEEDBACK

Design Thinking Simulation	" The exciting and mind-boggling situations that we were put in really brought out the design thinkers in us"
	"The way the simulation is structured wonderfully allows the participants to understand and implement the design thinking process"
	"So much data to interpret and analyze. It was fun landing on a solution"
	"The results page that gave insights on the improvements over the quarters and the segmentation of the progress was really intuitive and helpful"
	"The depth, complexity and detail of the simulation along with the real world customer experience gave me a lot of perspective on doing my job better".

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

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

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

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, yoiu 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

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

Duration of simulation
- 25 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, yoiu 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

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

Duration of simulation
- 60 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

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"

Get in touch with us.
We would be delighted
to schedule a walk-through
to demonstrate the power
of talent transformation.

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