



LEAD

Reality Training



Participant experience, learning processes,
transfer, frequently asked questions, investment

I. Participant experience

To help you imagine what a participant in LEAD Reality Training experiences, we have outlined a typical timetable for one round of leadership simulation.

A. Leadership simulation

It is **8.30am** at the seminar hotel Waldblick and Mr. Miller, Mrs. Smith, Mrs. Taylor and Mr. Thomas (seminar participants) have an appointment with the management of the company all4sports AG. Mr. Miller as division head is briefed by the director himself (coach Benedix). He receives a number of tasks. A very sporty challenge, he thinks.

Mrs. Smith, Mrs. Taylor and Mr. Thomas play the part of department heads under Mr. Miller. They too have a lot to do – that was made clear to them in a meeting with an assistant to the management (coach Kaspar).

Fortunately, or so the department heads think, the staff will be here soon. Will they be fit and motivated?

It is **8.50am** at the seminar hotel Waldblick. The team members arrive. The department heads divide the tasks among the staff: prepare congress, staff survey, put together a SWOT analysis for one subsidiary, etc. There is a lot to do! Everyone is thirsty for action.

9am In the middle of this hard-working atmosphere, division head Mr. Miller bursts in. He needs the department heads in his office at 9.05 at the absolute latest. He has a project to discuss of utmost priority. And there are other smaller tasks to do, too.

The department heads can be heard sighing and cursing. It is normal daily chaos, as in many places in Europe at 9.05am.

At **9.15am** a reporter appears from nowhere (Kaspar). He wants to know *“if the rumours are true that a supplier for all4Sports (Kautschuk) make their employees work under the most appalling inhumane conditions which could have led to suicides in a factory in Romania, and what people are saying here at HQ after hearing the news?”*

Quite a persistent guy. It takes a while for department head Taylor to move the stubborn journalist on to the responsible department.

9:30am First presentation of the results by management (Kaspar und Benedix). Department head Thomas presents the tasks that his team has worked through (!). In the background Mr. Miller is shaking in his boots. He realizes that he didn't explain the tasks well enough when he was delegating the goals to be achieved through these tasks and that he didn't make sure everything had been understood correctly. Management is, to put it lightly, “not amused” at the presentation of the results.

At **9:50am**, after 60 intensive minutes, this round draws to an end.

A short break (for the participants). Everyone winds down. The tasks are collected in by the coaches and assessed.

II. Learning processes (Leadership Simulation)

Self-evaluation and evaluation through others in the soft-skill area: every team member uses a separate piece of paper to assess „his“ manager on his hard and soft skills. The manager assesses himself and his superiors. These assessments are then transferred to a large flipchart.

The participants meet in plenum. The results are now visible as a poster on the flipchart. In an oral **feedback process**, participants voice their opinions on the points they were awarded and on their observations and give the managers constructive feedback on what they experienced as leadership behavior. Both coaches control the process by correcting statements which come across too hard or too general, by pinpointing longwinded ideas and by complementing the observations made with their expert opinion. Specific and valuable.

Measuring performance - hard skills: this self-evaluation and evaluation through others of soft skills is followed by the announcement of the effective number of points gained in the team tasks. The managers receive direct feedback on their performance.

Theoretical input: a topic which came up in the simulation, for example staff motivation, is then discussed in detail and complemented with theoretical input in the form of “leadership essentials”.

Participants are given time to document what they have learned personally in their **moleskin learning diary**. The next **round** then begins, with new department heads, new teams and new challenges.

In total there are 6 rounds of training in 2 days with 50 tasks, 25 incidences and 7 leadership essentials (theoretical input).

III. Transfer (after the leadership simulation)

B. E-transfer

After the seminar, participants continue to work on their personal issues whether on their computers in the evenings, during the day from their smartphone or in the afternoon at one of the two online workshops.

Here you can find further information on our tailor-made e-transfer and evaluation tool go21go:

- Homepage: <http://demo.go21go.com>

- Log in as: L.winter@go21go.com

- Password: demo01

C. Individual Coaching

To round off the learning process, managers receive 75 minutes of personal training to get to the heart of their development. Further steps for the future are initiated here, too.

IV. Frequently asked questions

We have put together the most important questions. Should you have any further questions, please do not hesitate to contact us. We are happy to help!

1. What target groups is LEAD Reality Training suitable for?

LEAD Reality Training focuses on the leadership development of executives at all management levels, with the exception of top management (CXO and HQ). The following core customer groups have been established over the course of time:

- «**Leadership Program**» for managers, heads of division, department heads and team leaders respectively in larger companies.
- «**Development program including transfer**» for future managers in larger companies.
- «**Complete program**» for the “important” managers in small and medium-sized companies.

2. How many participants can take part in LEAD Reality Training?

At least 7 participants and up to a maximum of 16. 7-12 participants fit best as then all managers can take on 2 leadership tasks and also receive 2 intensive feedback sessions.

3. What are the main details of the leadership simulation?

- 2 days, 21 hours = 3 seminar days in 2! Usual timetable: 8:00am – 7:45pm
- 5 rounds of training with 50 tasks, 25 incidences and 5 leadership essentials (theoretical input)
- 2 coaches who control the process and present feedback.

4. Is LEAD Reality Training available in other languages?

LEAD Reality Training is available in English, German and French.

5. Can I take part if I am an HR specialist?

Of course, you are welcome to come and observe.

6. We would like to have LEAD Reality Training x 10: Are you able to accommodate that?

Yes, we have a network of coaches we work with – 14 licensed partners who work with LEAD Reality Training.

7. Are there ever any problems when giving feedback? Are people open enough?

You don't need to worry – that is never a problem! We introduce and manage the feedback process carefully, establishing a fantastic learning experience.

In addition, the LEAD Reality Training feedback process has a clearly defined structure to ensure participants' orientation, security and a framework.

8. Can the success of LEAD Reality Training be measured?

LEAD Reality Training success is measured by our clients using the usual seminar feedback methods. We perform well above average here. On top of that, success is measured and evaluated for three weeks (!) with our transfer tool. We go a deciding step further than others as far as quality is concerned here, too!

9. What aspects of participants' leadership behavior are improved?

- Personal presentation and the perception of one's own role in leadership.
- Managers delegate and coordinate more consistently and more purposefully.
- Managers place more value on communication with those „above“ and „below“ and become more direct and open.

...overall, the performance of the individual managers improves significantly!

10. What changes come about in company culture through LEAD Reality Training?

It is not only the significant improvements of individual leadership competences which make LEAD Reality Training different. LEAD Reality Training also brings about constructive feedback no longer seen as “criticism” but as a unique growth instrument that benefits all.

Inspired by this, managers themselves become „change agents“ and change their company culture long-term!

11. Can we as clients express our own desires?

LEAD Reality Training can be tailor-made. We can...

- adapt the feedback poster to your internal company leadership guidelines
- adapt your specific “incidences/leadership problems” and integrate them into the simulation
- help you to select from the „25 leadership essentials“ available
- adapt the leadership dimensions in the e-transfer tool to your requirements