

# Fundamentals of Business Leadership simulation™

Helping new managers successfully transition from contributor to a first-time manager

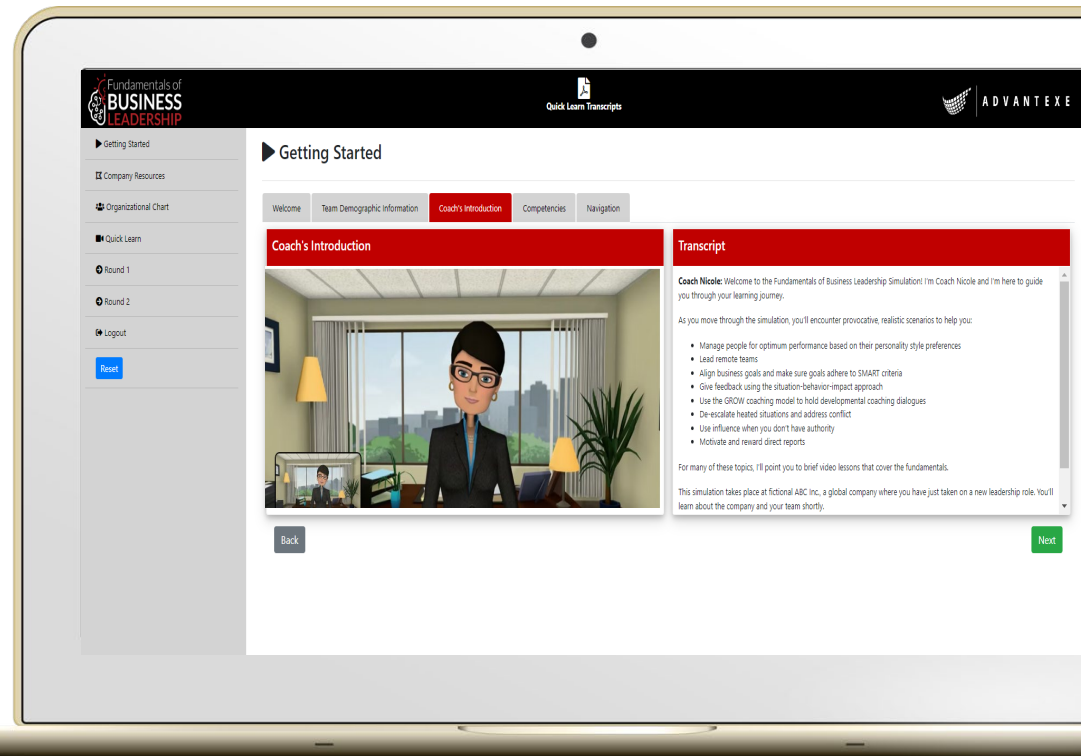
**Leaders think and talk about the solutions. Followers think and talk about the problems." - Brian Tracy**

Management failure is one of the leading reasons companies miss their business goals. Too often, new managers are thrust into a supervisory position with little or no training on what it means and what it takes to be a good people leader. As a result, up to 50% of first-time managers fail within the first year.

Advantex's Fundamentals of Business Leadership™ is a four-round simulation focused on the people management and interpersonal skills needed to build high-performing teams that can execute company strategy and vision to achieve business results.

The simulation covers many critical topics of business leadership including goal setting, personality styles, coaching, feedback, conflict management, influence, delegation, recognition and rewards, and managing hybrid (mix of in-person and remote) teams.

The simulation presents engaging, realistic scenarios to help build change leadership skills in a risk-free learning environment.



## How it Works

Participants in teams of 4-5 learners take on the role of a mid-level manager at a fictitious company called ABC Inc. |

FBL is a decision-tree simulation where learners interact with characters in realistic business situations and “the story” unfolds based upon learners' actions at critical decision points. Teams are newly tasked with,

- Managing seven talented team members with very different skill sets and personalities
- Aligning team goals with organizational objectives
- Encouraging cross-functional collaboration to drive improved performance

Over one simulated year as learners make decisions to successfully lead their team and build relationships across the organization.

## Measured Competencies

Every decision in the simulation is tied to one or more of three overarching competencies:

- 1. Business Leadership** - executing the organization’s strategy through people to achieve business results
- 2. People Leadership** - accelerating productivity and supporting growth by coaching and developing your team
- 3. Individual Leadership** - building cross-functional relationships and gaining support regardless of title and position

## Learning Analytics

FBL includes an analytics center that captures simulation results. This robust tool reports results by cohort, the overall aggregate of scores from all groups, and the optimal scores by individual.

## Best Use

In a facilitated setting, the program is designed for 1 business day (or 2 half days) including learning content, practice activities, debrief and action planning. If the simulation is used asynchronously, then the experience takes approximately **4 hours** to complete.

## Sample Learning Agenda (facilitated)

Time	Morning	Time	Afternoon
15 min.	Welcome & Introductions	25 min.	Debrief Round 2
45 min.	Optional: DiSC Results Workshop	60 min.	FBL Round 3
75 min.	FBL Round 1	25 min.	Debrief Round 3
15 min.	Break	15 min.	Break
25 min.	Debrief Round 1	60 min.	FBL Round 4
60 min.	FBL Round 2	45 min.	Debrief Round 4 & Action Planning