



# AktivLearn **PASSPORT***Plus*

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End-to-end Targeted Experiential Learning Journeys



KNOLSKAPE

# About **PASSPORT**Plus

Aktivlearn PassportPlus is a consultative solution model that combines KNOLSKAPE's experiential courses and augmented offerings to create end-to-end targeted learning journeys that achieve transformational results aligned with your organization's learning requirements and business goals.

We leverage our experience in the talent transformation space to design and deliver some top-of-the-chart targeted journeys successfully. These journeys aim to develop the future workforce's core and trending learning needs like **Digital Transformation and Strategy, Design Thinking, Agile, Cross-level Leadership, Data, etc.**

## What makes **PASSPORT ... Plus**



### Passport : World's Largest Library of Experiential Learning Courses

KNOLSKAPE's large portfolio of Simulations & Experiential courses covering the most sought-after leadership competencies hosted and delivered through KNOLSKAPE's unified experiential learning platform in a blended learning format.



### Plus Offerings : For a Power Packed Journey

Our plus offerings like assessments, engagement, gamification, expert-led coaching and guidance, action learning projects, talent intelligence, etc., add a deeper dimension of interest, discovery, and satisfaction to the learning journey and creates the best learning environment in the flow of work.



### Talent Intelligence

Garner a clear understanding of your learner's performance, readiness, and engagement levels through real-time analytics and integrated reports. Analyze your organization's industry readiness with benchmarking scores across business units and other organizations.

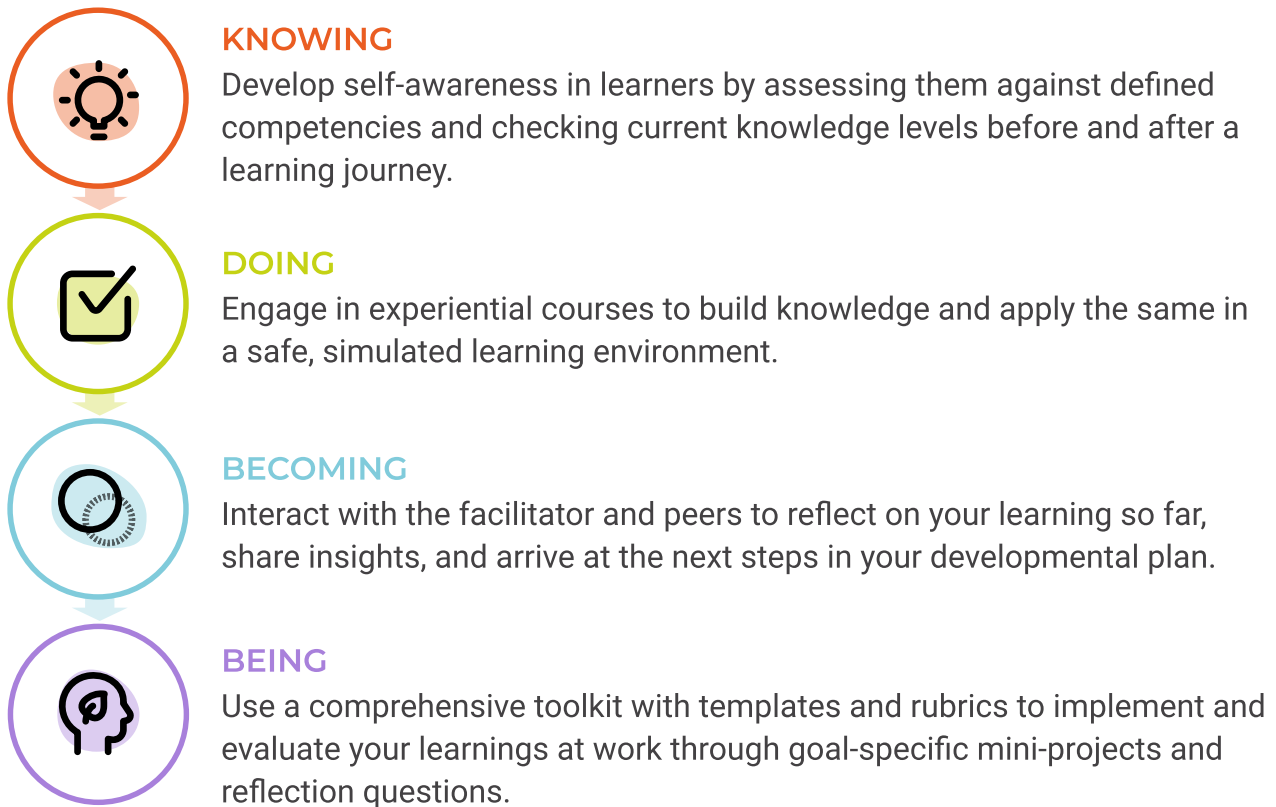


### Flexible Engagement & Delivery Models

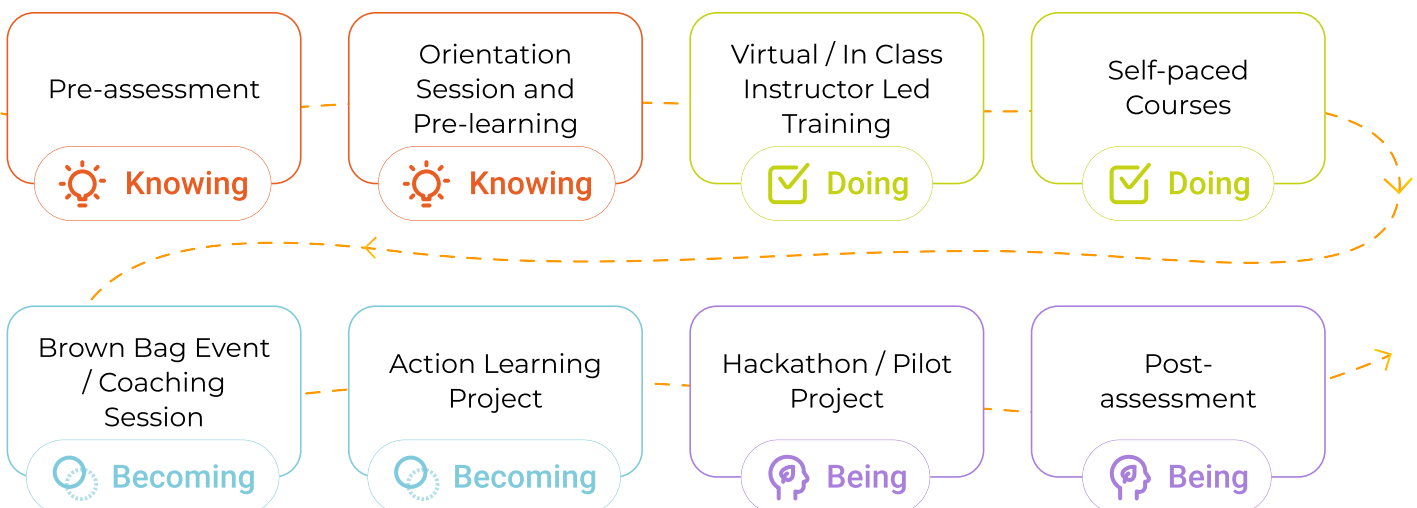
Choose to learn through an expert facilitators led virtual or classroom training session, a self-paced online course or a blend of both. We even train your trainers to deliver our sessions.

# Building Blocks for Targeted Developmental Journeys

A targeted developmental journey starts with the learner knowing where they stand and culminates with transforming into someone who imbibes the learning and practices it at work.



A typical journey leverages various building blocks to custom create a targeted developmental program that helps achieve learning outcomes aligned to your organization's learning requirements and business goals.



# Targeted **Developmental Journeys**

Here are some of our successfully designed and delivered developmental journeys ready to roll out as is or with minor modifications.

FIRST TIME MANAGER  
ESSENTIALS

FIRST TIME LEADER  
ESSENTIALS

SENIOR LEADERSHIP  
ESSENTIALS

WOMEN IN LEADERSHIP

WOMEN IN SENIOR  
LEADERSHIP

INDIVIDUAL  
CONTRIBUTOR  
ESSENTIALS

LEADING DIGITAL TRANSFORMATION:  
A FIRST TIME MANAGER'S JOURNEY

LEADING DIGITAL TRANSFORMATION:  
A FIRST TIME LEADER'S JOURNEY

LEADING DIGITAL TRANSFORMATION:  
A SENIOR LEADERSHIP JOURNEY

DRIVING DIGITAL EXECUTION: AN  
INDIVIDUAL CONTRIBUTOR'S JOURNEY

AGILE MINDSET  
FOR FTMS

AGILE MINDSET  
FOR FTLS

AGILE MINDSET  
FOR SENIOR LEADERS

REMOTE WORKING ESSENTIALS

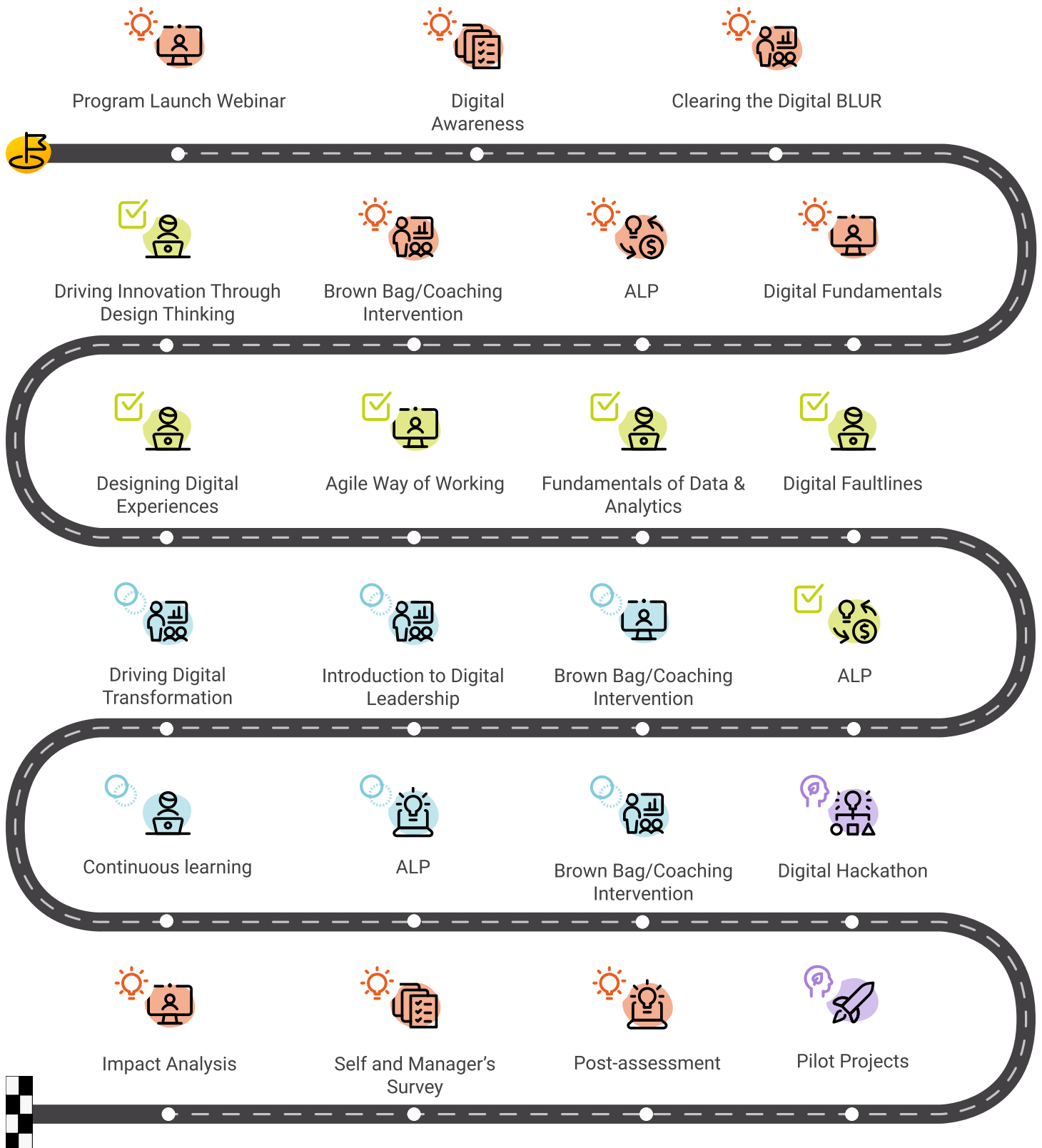
ORGANIZATIONAL WELLNESS JOURNEY

DATA LITERACY



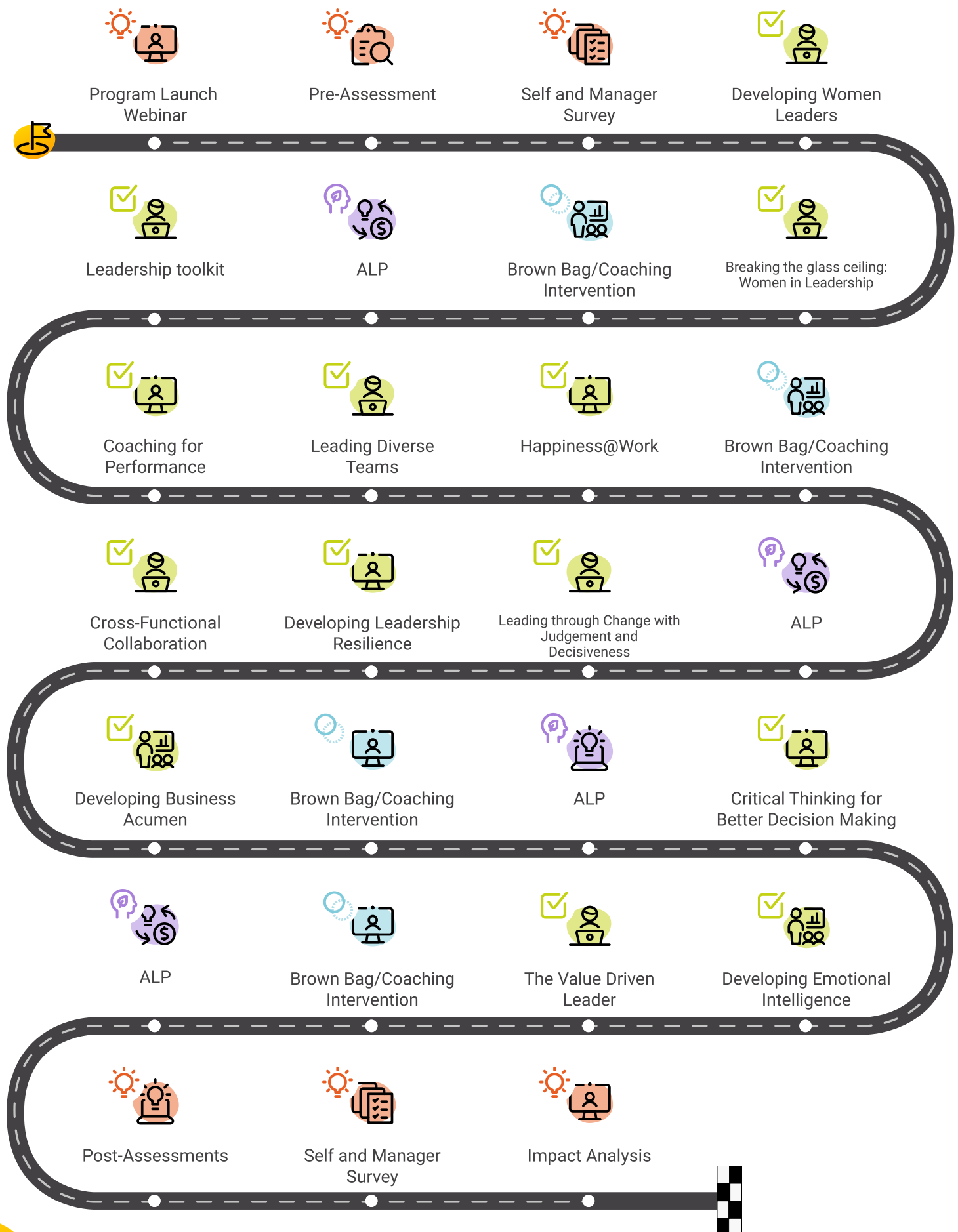
# Leading Digital Transformation: **A First Time Manager's Journey**

## End-to-end Flow



# Developing Women Leaders

## End-to-end Flow



# How We Help You **Build Your Own Journey**

Building a targeted developmental journey that helps achieve learning outcomes aligned to your organization's learning requirements and business goals is a collaborative process between you and KNOLSKAPE's Solutions team.

- **Identify the Training Need and Business Outcome**  
Our consultants engage with you to understand your current business situation and learning needs to arrive at business outcomes expected of the learners going through the learning journey.
- **Understand the Learner and Context**  
We conduct 1-on-1 interviews or focus group discussions with both the learner and their supervisors and create empathy maps to gain a deep understanding of their roles, goals, expectations, and work environments.
- **Define the Learning Outcomes and Learning Objectives**  
Based on the problem statement, the learner context, and the expected business outcomes established thus far, we present you the approach note with proposed learning outcomes, learning objectives, and the critical components we will cover in the journey for approval.
- **Design the Learning Journey**  
We design an immersive developmental journey by plugging in carefully selected learning components, viz. Assessments, Self-paced or VILT sessions, Simulations, Leader and Expert Speak sessions, Coaching interventions, Additional Resources, etc. that ensure participant engagement and targeted outcomes.
- **Attain Approval**  
We share this carefully designed targeted developmental journey with you for final approval.
- **Launch**

# Plus Offerings for a Power Packed Journey

## Assessments

360/180 Surveys | Personality Assessments | Cognitive Assessments | Knowledge Assessments | Impact Analysis | Pre/Post Assessments

## Facilitation and Engagement

Expert Speak Sessions | Coaching Interventions | Brown Bag Events | Hackathons | Pilot Projects | Peer Discussions and Forums | Action Learning Projects | Partnered Transformations

## Solutions

Consultation | Contextual Alignment | Custom Experience | Program Management | TTT | Cohort Analysis

## More Courses

- Optimizing Operations Management
- Lean: The Way To Optimize Production
- Driving Business Sustainability
- Develop A Flair For Marketing
- Managing The New Normal
- Finance For Non-finance
- Evolving Employee Performance Management
- Hone Your Communication Skills At Work
- Boost Your Listening Skills
- Developing Your Product Management Acumen
- Managing Conflict In The Workplace
- Build Your Sales Foundation
- Customer Service Skills
- Advanced Customer Service Skills
- Working Remotely
- Promoting A Diverse Workplace
- Creating A Work Life Balance
- Get Organized, Get Productive
- The Core To Project Management: PM Fundamentals
- Managing People Essentials
- Achieving Success Through Delegation
- Developing An Unbiased Approach
- Being A Valuable Team Player
- Manage Yourself Through Accountability
- Investing In Self Development
- Build A Mentoring Alliance
- Leveraging Technology For Virtual Collaboration
- Managing Personal Crisis Effectively
- Building Professional Networks To Foster Relationships
- Impactful Public Speaking
- Advance Your Career
- Six Sigma Fundamentals
- The Art Of Feedback
- Project Management Ethics and Values
- Building Power Packed Presentations
- Effective Business Writing And Email Writing
- Effective Email Writing
- Enhance Your Grammar To Enhance Your Impact
- The Key to Efficient Recruitment: Hiring Fundamentals
- Transformational HR and Talent
- Transitioning in to the role of a Frontline Manager
- Transitioning in to the role of a Middle Manager
- Transitioning in to the role of a Senior Manager
- Developing Women Leaders
- Women in Senior Leadership
- The Value Driven Leader
- Leading Diverse Teams
- Leading Collaborative Teams
- Leading through change with Judgement and Decisiveness
- Leadership Toolkit
- Strategic Execution
- Continuous Learning
- Digital Transformation Awareness
- Designing Digital Experiences
- Data-driven Decision Making
- Fundamentals of Data & Analytics
- Advanced Data & Analytics
- Agile Project Management
- Social Media Marketing
- Cross-functional Collaboration

# About Targeted Developmental Journeys

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## First Time Manager Essentials

When taking on a new position, leaders face myriad challenges like building teams that deliver, developing networks to stay informed of pivotal events, and inspiring others on an entirely new level. This course equips the learner with the right tools and strategies to help them transition into the role of a First Time Manager with ease.

## First Time Leader / Middle Manager Essentials

Leadership transitions are challenging for both new and experienced leaders. Making a transition from a frontline manager's role to that of a middle manager brings a new set of challenges and requires unique merits and expectations hand in hand. This course aims to help you master strategies to transition into a new leadership role successfully.

## Senior Leadership Essentials

Transitioning into senior leadership can be challenging. The approach, the attitudes, or the mindset that worked well in a mid-level management role might not be sufficient in a more senior role. A successful transition is often about discarding the old way of doing things and developing a new approach and mindset. It's about acquiring new skills, new perspectives, and leadership maturity. Here's a course that will help just that.

## Women in Leadership

Companies that support women as business leaders are more successful. Yet women leaders are often held back by gender-based expectations of their roles and behaviors. The challenges of transitioning into a leadership role are unique and daunting when it comes to women. It is a question of balancing a new set of challenges associated with a leadership role and balancing career and personal expectations hand in hand. Barriers that held them back so far though breached continue to pose the burden of proving their mettle at every step. This course aims to help you master strategies to transition into a leadership role successfully.



# About Targeted Developmental Journeys

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## Women in Senior Leadership

Transitioning into senior leadership can be challenging, especially for women leaders. Barriers that held them back so far though breached continue to pose the burden of proving their mettle at every step. The approach, the attitudes, or the mindset that worked well so far might not be sufficient in a senior role. A successful transition is often about discarding the old way of doing things and developing a new approach and mindset with tenacity and confidence. It's about acquiring new skills, new perspectives, and leadership maturity.

## Individual Contributor Essentials

The impact we make in individual capacity is what determines the success of tasks, projects and teams. Therefore, one needs to invest in developing essential skills that allow them to deliver results by being well organized, be able to influence even when not in a position of authority, showcase traits of accountability and dependability. Here's a course encompassing all essential skills necessary for developing a great contributor.

## Driving Digital Execution: An Individual Contributor's Journey

Digital execution every step of the way ensures the overall digital transformation of an organization. Knowing, doing, becoming and being a digital workforce determines the success story. Here's a course that focuses on helping every learner imbibe the digital ways of working.

## Leading Digital Transformation: A First Time Manager's Journey

The digital transformation journey is fraught with uncertainties and risks that organizations and its leaders are not familiar with. With management playbooks from the industrial age offering very little meaningful guidance, we need a fresh perspective to respond to the challenge. This course aims to fill the gap by providing a handbook for navigating the strategic challenges of the digital age.

# About Targeted Developmental Journeys

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## Leading Digital Transformation: A First Time Leader's Journey

Digital is thoroughly disrupting the business ecosystem, necessitating leaders to redefine strategies and business models to respond to the new opportunities that digital transformation presents. The Digital LEAPFROG Strategy based journey helps leaders formulate exponential digital strategies and innovate on their existing business models. Using a series of structured frameworks and online toolkit, this course allows you to apply key learning in the context of your business.

## Leading Digital Transformation: A Senior Leadership Journey

Redefining business strategies and models to respond to the new opportunities that digital transformation presents is the sole task of business leaders across industries. This Digital LEAPFROG Strategy based journey helps leaders formulate exponential digital strategies and innovate on their existing business models. Using a series of structured frameworks and online toolkit, this course allows you to apply key learning in the context of your business.

## Agile Mindset for FTMs

Agility can be a way of doing things, a strategy to respond to disruptions necessitated by unprecedented developments and above all a mindset. For a manager to tread with fortitude and decisiveness, an Agile mindset is their greatest power. Here's a course that focuses on key skills necessary to forge an Agile Mindset in your FTMs.

## Agile Mindset for FTLs

For FTLs to navigate the disruptions of the digital age, the ability to work in agile and innovative ways and influence without leveraging a sense of authority is possible when they develop an agile mindset. Here's a journey that sets them on a developmental track that aims to develop just that.

# About Targeted Developmental Journeys

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## Agile Mindset for Senior Leaders

A senior leader is required to be a navigator, mentor, influencer and above all someone who displays an agile mindset. Without it they cannot make their organization and its people successful in a world that is constantly evolving. Here's a journey that aims to help your senior leaders forge these invaluable competencies.

## Remote Working Essentials

As more organizations switch to virtual or distributed teams, it becomes vitally important that such teams have leaders who can direct them to success. This course will help you improve your ability to lead virtual teams by teaching you how to not just identify the areas of concern for a remote manager but empower you with the right tools and strategies to overcome them as well.

## Organizational Wellness Journey

The wellness of one's people determines the wellbeing of the organization. As constantly evolving environments throw a multitude of challenges towards us, everyone needs to learn ways of consciously and consistently ensuring mental wellness of themselves and the people around them. This journey focuses on the overall wellness of an organization and its people.

## Data Literacy

Data literacy is the ability to read, work with and analyze data regardless of your role and BI tools. Data literacy has become important, for almost everyone. Companies need more people with the ability to interpret data, to draw insights, and to ask the right questions in the first place. This journey helps you build the ability to accurately frame problems and arrive at decisions that drive successful outcomes.

## LEADING SELF

### Influencing Skills for Leading without Authority

- Understand the importance and complexity of leading without authority
- Employ influencing as an effective way of leading without authority
- Leverage various tools and dynamics for influencing others
- Apply learning in a simulated environment and analyze participants' actions



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(WORKSHOP)



VILT  
(WEB BASED)



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## LEADING SELF

### Critical Thinking for Better Decision Making

- Uncover the challenges and significance of critical thinking at work
- Understand the different elements of CTDM that must be taken into account
- Appreciate the various factors that consciously and unconsciously affect decision



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(WORKSHOP)



VILT  
(WEB BASED)



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## LEADING SELF

### Organizing and Prioritizing

- Respond promptly to tasks and address issues on time consistently
- Assess problem on hand by thinking contextually and applying functional understanding
- Classify issues and prioritize swiftly while being open to changes
- Identify resources and delegate tasks while maintaining accountability
- Resolve tasks within the ideal time and ensure its closure
- Solve maximum customer complaints in the least time consistently



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(WEB BASED)



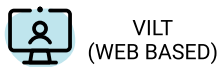
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## LEADING SELF

### Developing Emotional Intelligence

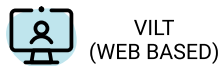
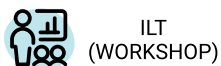
- Define emotional intelligence
- Develop personal emotional intelligence skills like self-awareness and self-regulation
- Identify the common characteristics shared by emotionally intelligent leaders
- Understand the value of emotions and how they affect working relationships
- Explore ways to build relational competencies like social awareness and social skills



## LEADING TEAMS

### Leading Teams Effectively

- Identify the key qualities of an effective leader
- Assess team members' capabilities and map them to business needs
- Uncover different leadership styles
- Flex leadership style to meet team members' needs
- Apply learning and analyze participants' actions in a simulated environment



## LEADING TEAMS

### Leading Sales Teams Effectively

- Define the responsibilities of the leader of a sales team
- Identify the challenges that come with the responsibility of leading a sales team
- Demonstrate the skills needed to be a successful leader
- Learn to flex leadership styles
- Apply learning and analyze participants' actions in a simulated environment





## LEADING TEAMS

### Leading Technical Teams Effectively

- Define the responsibilities of the leader of a technical team
- Identify the challenges that come with the responsibility of leading a technical team
- Demonstrate the skills needed to be a successful leader
- Learn to flex leadership styles
- Apply learning and analyze participants' actions in a simulated environment



## LEADING TEAMS

### Coaching for Performance

- Understand the meaning and importance of Coaching for performance
- Identify the gaps in performance to plan an effective coaching intervention
- Apply a structured approach to bridge the performance gap
- Discover the challenges of coaching for performance and ways to overcome them
- Apply learning and analyze participants' actions in a simulated environment



**COACHING SIM**

## LEADING TEAMS

### Developing Leadership Resilience

- Understand what leadership resilience is about
- Learn to embrace resilience at a personal level
- Understand the key ideas for building resilience in teams
- Develop an understanding of resilience at an organizational level
- Learn principles of resilience that can be applied to your daily routine



## LEADING TEAMS

### Happiness@Work

- Learn what the BAMBA Model of Happiness is and how to leverage it
- 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 enhance productivity
- Apply learning in a simulated environment and analyze your actions



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(WORKSHOP)



VILT  
(WEB BASED)



Happiness  
@Work

## LEADING BUSINESS

### Building Trust

- Establish the importance of building trust with your clients • Understand the key behaviors that impact trust
- Interpret various relationship styles
- Employ power maps to leverage interpersonal dynamics
- Apply learning and analyze participants' actions in a simulated environment



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(WORKSHOP)



VILT  
(WEB BASED)



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COURSE

TRUST SIM

## LEADING BUSINESS

### Developing Business Acumen (Products Industry)

- Understand the importance of developing business acumen
- Comprehend and analyze the interconnectedness of various business elements
- Monitor the financial health of the business and devise strategies to improve it
- Identify the factors that impact the buying decision of different customer segments
- Appreciate the dynamics of a competitive marketplace and the various strategies at play • Apply your learning and analyze your actions in a simulated environment



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VILT  
(WEB BASED)



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COURSE



BUILD YOUR  
BUSINESS

## LEADING BUSINESS

### Developing Business Acumen (Services Industry)

- Understand the importance of developing business acumen
- Comprehend and analyze the interconnectedness of various business elements
- Appreciate the dynamics at play in a competitive marketplace
- Learn how to leverage various success strategies in a services environment
- Apply your learning and analyze your actions in a simulated environment



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(WEB BASED)



**BUILD YOUR  
BUSINESS**

## LEADING BUSINESS

### Developing Business Acumen (Retail Industry)

- Understand the importance of developing business acumen
- Comprehend and analyze the interconnectedness of various business elements
- Appreciate the dynamics of a competitive marketplace and the various strategies at play
- Apply your learning and analyze your actions in a simulated environment



VILT  
(WEB BASED)



**BUILD YOUR  
BUSINESS**

## LEADING BUSINESS

### Managing Sales Pipeline

- Understand the characteristics of a Rockstar salesperson
- Identify the different stages in the sales process
- Employ effective questioning techniques to understand customers' needs
- Develop the right attitude for closing sales
- Apply your learning in a simulated environment and analyze your actions



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(WORKSHOP)



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(WEB BASED)



**Sales Quest**

## LEADING IN THE DIGITAL WORLD

### Introduction to Digital Leadership

- Build basic awareness of latest Digital trends and disruptions
- Understand the context in which a Digital Leader operates
- Understand the 4 personas of a Digital Leader: Networked Leader, Sense-making Leader, Design Leader and Agile Leader



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## LEADING IN THE DIGITAL WORLD

### Networked Leadership

- Understand the persona, mindset and skills of a Networked Leader
- Uncover what it takes to build a Fluid Mindset and become more curious
- Utilize Organizational Dexterity to leverage networks and create alignment
- Develop Social intelligence to achieve common goals by influencing stakeholders
- Work with Systems Thinking to build a unified system by connecting the dots



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COURSE

## LEADING IN THE DIGITAL WORLD

### Sense-making Leadership

- Understand the persona, mindset and skills of a Sense-Making Leader
- Develop an Insights-driven mindset to develop insights through data
- Uncover what it takes to build Computational Thinking by asking the right questions to re-frame the problem
- Utilize Critical Thinking and Decision Making in order to make rational decisions
- Work with Storytelling to communicate complex situations in a simplified manner



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(WEB BASED)



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COURSE

## LEADING IN THE DIGITAL WORLD

### Design Leadership

- Understand the persona, mindset and skills of a Design Leader
- Develop an Exponential mindset and learn to challenge the status quo
- Uncover what it takes to build Innovative solutioning by decoding empathy
- Utilize Inclusion in order to integrate diverse points of view
- Develop calculated risk taking abilities and an openness to ambiguity and failure



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(WORKSHOP)



VILT  
(WEB BASED)



SELF-PACED  
COURSE

## LEADING IN THE DIGITAL WORLD

### Agile Leadership

- Understand the persona, mindset and skills of an Agile Leader
- Develop a continuous learning mindset and demonstrate the ability to unlearn and re-learn at a rapid pace
- Learn to demonstrates customer centricity, the ability to keep customers at the center of the decision-making process and rapidly iterate to create value
- Learn to demonstrates change agility, the ability to manage and drive change within the organization
- Become adept at talent dexterity, the ability to flex leadership styles



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(WORKSHOP)



VILT  
(WEB BASED)



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COURSE

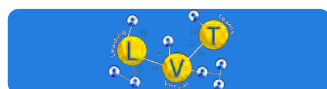
## LEADING IN THE DIGITAL WORLD

### Leading Virtual Teams

- 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
- Apply learning in a simulated environment



VILT  
(WEB BASED)





## LEADING DIGITAL EXECUTION

### Data Visualization for Informed Decision Making

- Differentiate insight from information
- Understand the importance of data visualization for data-driven decision making
- Leverage principles of data visualization for effective storytelling
- Learn how to identify and highlight relevant information in visuals
- Apply the learning in a simulated environment and analyze it for use in real-life scenarios



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COURSE



## LEADING DIGITAL EXECUTION

### Agile Way of Working

- Respond to changes in the business environment in an Agile manner
- Leverage Agile values to create customer centric solutions
- Enable teams to adopt Agile principles in their approach



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(WORKSHOP)



VILT  
(WEB BASED)



SELF-PACED  
COURSE



## LEADING DIGITAL EXECUTION

### Driving Innovation through Design Thinking

- Describe the fundamentals of Design Thinking
- Solve complex challenges through the process of structured design thinking
- Identify ways to drive innovation in your organization and deliver stellar value to customers
- Generate ideas to build a culture of innovation in your teams and in your organization



ILT  
(WORKSHOP)



VILT  
(WEB BASED)



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COURSE



## LEADING DIGITAL EXECUTION

### Clearing the Digital BLUR

- Become aware of digital trends that are driving digital transformation of organizations
- Clear the digital BLUR by first clearly defining what Digital means to business, what the top myths are around Digital and present insights on the three types of digital disruptions we see in the industry
- Bring to sharp focus the four crucial business lines that are blurring away in the digital age



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VILT  
(WEB BASED)



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COURSE

## LEADING DIGITAL EXECUTION

### Digital Fundamentals

- Build basic awareness of latest Digital trends and disruptions
- Understand the current business model
- Understand and apply different innovation levers on your business model
- Prepare roadmap for your business
- Take away a new future business model to drive digital in your organization



ILT  
(WORKSHOP)



VILT  
(WEB BASED)

## LEADING DIGITAL EXECUTION

### Digital Selling the New Reality

- Realize the importance and meaning of Digital Selling
- Understand the modern buying journey and the new sales approach
- Discover the strategies to leverage digital selling
- Learn how to implement a digital selling strategy



VILT  
(WEB BASED)

## LEADING DIGITAL EXECUTION

### Data-based Decision-making

- 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
- Apply the learning in a simulated environment



VILT  
(WEB BASED)



## LEADING DIGITAL TRANSFORMATION

### Driving Digital Transformation

- Understand what is digital
- Learn how digital is introducing changes in various functions within organizations.
- Understand various frameworks that can help you become change ready
- Learn various skills that you need to develop to champion digital change across the organization
- Apply the learning in an exciting gamified environment



VILT  
(WEB BASED)



## LEADING DIGITAL TRANSFORMATION

### Digital LEAPFROG Strategy

- Unlock exponential growth using the ecosystem
- Build competitive advantage and a competitive moat for the business
- Create a thriving ecosystem that adds tremendous value to customers



VILT  
(WEB BASED)

## LEADING DIGITAL TRANSFORMATION

### Digital Fault Lines

- Understand the Internal and External Fault lines
- Learn how to navigate Internal fault lines revolving around the structure, process and information flow, goal and incentive alignment.
- Learn how to navigate External fault lines that are mainly related to how the organization manages conflicts, how open or closed they should be to the external environment, how they should manage ecosystem data, processes around innovation.



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(WEB BASED)



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# About



KNOLSKAPE is one of the world's best experiential learning platforms. Leveraging the world's largest library of online business simulations, rich talent intelligence and a cutting-edge learning experience platform, KNOLSKAPE helps leaders and organizations build current and future capabilities to take their businesses from 1x to 10x growth.

With direct presence in the US, India, Singapore, Malaysia, and partner offices in 45 cities across the globe, KNOLSKAPE serves a rapidly growing global customer base across 12 industries. More than 375 organizations across 75 countries have benefited from KNOLSKAPE's award-winning new-age learning methodologies.

A certified Great Place to Work® organization, KNOLSKAPE has also been recognized as a global top 20 gamification company and a leader in experiential learning by Brandon Hall, Frost & Sullivan and Bersin by Deloitte.

## Try KNOLSKAPE



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