



// TRANSFORMATION SERIES

Leadership Transformation

In order to stay relevant in the constantly evolving business landscape and to gain competitive advantage, organizations must develop future-ready capabilities. This entails developing a winning culture that is aligned (to business and organizational values), actionable (in daily lives by professionals), and scalable (to reflect growth and diversity). It also means building cutting-edge digital capabilities that can keep pace with technological advancements and enable companies to win in a digital-first world. And finally, cultivating new-age, resilient leadership that can inspire and guide teams.

KNOLSKAPE has been helping global brands become future-ready by addressing their unique challenges in three key areas: Culture Transformation, Digital Transformation, and Leadership Transformation. This guidebook is part of our Transformation series trilogy and provides details on KNOLSKAPE's capabilities in the space of **Leadership Transformation**.

Leadership Transformation

Developing leaders who can navigate complex talent and business challenges for improved organizational metrics.



THE CONTEXT

To be successful, today's leaders need to futurize and humanize their approach to people and work. Leaders today face unprecedented challenges around managing volatility in the workforce, being agile to changing market conditions, and mitigating elevated business risks.

Companies are becoming flatter and more dynamic. Companies now need a new breed of leaders across the leadership pipeline due to several reasons such as VUCA & BANI, globalisation and connected economies, social justice, crisis such as the COVID-19 pandemic, new ways of working, tech revolution, multi-generational workforce (each with their own preference), essential human capabilities like EQ and empathy, and traditional business model disruptions.



Companies with strong leadership development programs have a 2.2 times higher revenue growth rate and a 1.5 times higher profit growth rate than companies without such programs. However, **71% executives said that their companies do not feel that their current leaders are able to lead their companies into the future.**

Source: McKinsey & Company

THE SOLUTION

KNOLSKAPE's Leadership Transformation courses have been scientifically developed to unlock leadership capabilities and drive transformational change in organizations. Given the criticality of leadership and its impact at the workplace - leaders are looking for a safe space to practice, reflect, and then apply in the real world - which is exactly what simulations can offer. Through immersive simulations, gamified assessments, and interactive coaching, participants gain practical insights and develop the skills needed to lead with purpose, impact, and excellence. Our courses also leverage talent intelligence and analytics to identify leadership gaps, develop personalized learning paths, and measure the effectiveness of the learning interventions, ensuring a data-driven approach to leadership transformation.

Focus Areas

- » Successor Development
- » Cohort specific development like first time managers, hi-pot development, women leaders, etc.
- » Career Level Transitions
- » Leadership Coaching
- » Development Center using in-house leadership assessments.
- » Development of critical capabilities like resilience, innovation, EQ, decision making, etc.
- » Developing Future leaders - able to lead through technology, digital, and data transformations

KNOLSKAPE's Experiential Learning Programs for Leadership Transformation

- » Leading Teams Effectively
- » Leading Sales Teams Effectively
- » Leading Technical Teams Effectively
- » Coaching for Performance
- » Developing Leadership Resilience
- » Happiness@Work
- » Building Trust
- » Managing Sales Pipeline
- » Developing Business Acumen
- » Introduction to Digital Leadership
- » Networked Leadership
- » Sense-making Leadership
- » Design Leadership
- » Agile Leadership
- » Leading Virtual Teams

Assessments

- » New Age Gamified Assessments
- » Psychometric Assessments
- » Knowledge-based pre and post assessments
- » 180 & 360 degree pre and post assessments

Leadership Transformation Simulations



Targeted Development Journeys

- » First Time Leader Essentials
- » First Time Senior Leader Essentials
- » Leading Digital Transformation: A First Time Leader's Journey
- » Leading Digital Transformation: A Senior Leader's Journey
- » Agile Mindset for First Time Leaders
- » Agile Mindset for Senior Leaders

About KNOLSKAPE

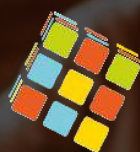
KNOLSKAPE is a global leader in experiential learning with a mission to help organizations and employees become future ready. Using a large award-winning portfolio of simulations aligned with 100+ competencies and cutting-edge talent intelligence, KNOLSKAPE produces stellar outcomes for more than 400+ organizations across 75 countries. Driven by research and thought leadership, KNOLSKAPE offers its products and solutions in a flexible subscription model powered by omni-channel delivery. A certified Great Place to Work® organization, KNOLSKAPE is a 150+ strong team with offices in Singapore, India, Malaysia, UK, and USA serving a rapidly growing global client base across industries such as banking and finance, consulting, IT, FMCG, retail, manufacturing, infrastructure, pharmaceuticals, engineering, auto, government, and academia.

AWARDS & ACCOLADES



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DIGITAL TRANSFORMATION COMPANIES- 2022

OUR MARQUEE CLIENTS



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