

| SUCCESS STORY

KNOLSKAPE crafted a tailor-made **Value Simulation** for one of world's leading providers for design and technology services



CLIENT OVERVIEW

Industry: Automotive, Broadcast, Communications, Healthcare, and Transportation

With over 12000 employees in 36+ locations, the organization is amongst the world's leading providers of design and technology services across industries including Automotive, Broadcast, Communications, Healthcare, and Transportation. They are recognized as a premium engineering service provider worldwide and amongst the leaders in the automotive, media, broadcast, communications, and healthcare industries.

OBJECTIVES

Like many other successful businesses, when the organization continued to expand, welcoming new employees, a pressing challenge emerged- how to ensure that the ever-growing workforce was seamlessly integrated into the organization's culture and values. The objective was to *transform the company's core values into actionable behaviors* that all associates, both new and existing, could consistently demonstrate.

SOLUTION

In response to this challenge, KNOLSKAPE crafted a tailor-made value simulation centered around client's six core values using experiential learning. The solution was meticulously designed to offer participants an *immersive, true-to-life experience* where they could practice and embody these values within the safe environment of the simulation. By simulating real workplace scenarios, the program aimed to *bridge the gap between theoretical knowledge and practical application*.

At the end of the simulation, participants were encouraged to reflect on their experiences and identify key action plans for exhibiting these values in their daily work. This experiential learning approach ensured that the values were put into action, with *measurable, scalable, and sustainable outcomes*.

KNOLSKAPE'S VALUE-ADD

KNOLSKAPE contributed significantly to client's efforts to promote its core values by implementing various measures:

- » **Holistic Learning Approach:** The program commenced with a personal introduction to the values by the organization's CEO, creating a strong top-down commitment to these principles. It also incorporated gamified elements to engage participants and provide actionable feedback on value-based actions.
- » **Technology-Enabled Support:** KNOLSKAPE implemented platform-enabled triggers and reminders to keep participants engaged and on track with their learning journeys. Regular Management Information System (MIS) updates and communication initiatives ensured that the value awareness program was completed efficiently by all staff members.

LEARNING IMPACT OF THE PROGRAM

The impact of this immersive value simulation has been substantial and far-reaching:

- » **Customized Learning:** The simulation was customized to suit the needs of associates aligning with the specific roles and responsibilities.
- » **Widespread Participation:** Over 2500 participants have already completed the simulation, and feedback has consistently highlighted the quality of the learning experience.
- » **Managerial Expansion:** Encouraged by the success of the program for individual contributors, the organization has decided to develop and roll out a customized value simulation for managers, further embedding the core values throughout the company's hierarchy.

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.

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