

| SUCCESS STORY

KNOLSKAPE designed a
Leadership Development Program
for a natural resources company
to groom their young leaders to be
future CXOs of the organization



CLIENT OVERVIEW

Industry: Natural Resources

The client is a globally diversified natural resources company headquartered in New Delhi, India. It is one of the leading mining and metals companies in the world, involved in the exploration, production, and processing of various natural resources with its main operations in iron ore, gold and aluminum mines in Goa, Karnataka, Rajasthan, and Odisha.

LEARNERS' TESTIMONIALS

"The simulation methodology is an active learning process which I think has more retention and the same should be replicated for other training programs."

"These sessions gave me a new perspective to re-think and apply my learnings in my work front which definitely help in my career progression in future."

"This session opened new avenues for a different approach for addressing any problem/issue which involves complete change in mindset and focus on value delivery."

OBJECTIVES

The primary aim of the organization was to groom their young leaders for them to be the future CXOs. The requirement was to choose 35 Young Leaders with 2-4 years of managerial experience and train them for competencies like decision-making, team management, design thinking, communication and more.

SOLUTION

- » A Virtual Instructor led, blended learning journey was designed by KNOLSKAPE, **spanning over 4 months**.
- » A HiPo Leadership Development Program was designed for the chosen young leaders to groom them to be **future CXOs of the organization**.
- » **180-degree assessment:** This assessment was done as a pre and post workshop intervention. Post 6-month of the learning journey, the results helped us to capture the change in behavior that took place for the participants.
- » **Digital Leadership Assessment:** For leaders, it is important to understand what leadership traits are relevant in the current digital ecosystem. This assessment helped the leaders to gauge their aptitude towards the four critical digital leadership styles and enabled them to reflect and develop an action plan to develop the four areas further.
- » The simulation-based program was a **mixture of the behavioral competencies** required to succeed in their roles, **along with the new-age digital competencies** that would help them succeed. There were 4 behavioral-based courses: Leading Teams Effectively, Developing Business Acumen, leading stakeholders and change Critical Thinking for Better Decision Making. The Digital courses included in the program were: Design Thinking, Clearing the digital BLUR, Digital Leadership and Agile Way of Working.

KNOLSKAPE'S VALUE-ADD

- » **Approach:** The leadership journey for the young leaders was a balance between behavioral skills needed to manage teams and digital leadership skills essential to be future-ready.
- » **Capability:** Here are the learning outcomes that were driven during the initiative:
 - » Drive results effectively
 - » Enhance your decision-making skills and business acumen
 - » Optimally handle the day-to-day people related issues
 - » Enhance your communication skill and team work
 - » Elevate your team performance
 - » Influence your stakeholders to manage change effectively
 - » Become flexible in your leadership style
 - » Develop a Digital mindset
 - » Apply an agile way of working
 - » Complex problem solving through Design Thinking
- » **Innovation:** KNOLSKAPE's team created individual leaderboards at regular intervals and shared them with the participants and the client's leadership team. This helped with regular updates for everyone along with keeping the participants motivated to perform their best and be engaged. We were also able to generate numerous client testimonials from the participants.

LEARNING IMPACT OF THE PROGRAM

75%

Overall
Attendance

4.5/5

Average
Feedback Score

12%

Learning Enhancement
(Pre & Post Learning Check)

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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