

PREPARE FOR impact5™

THE BUSINESS OF LEADERSHIP GAME

Your organization's leaders don't just impact *one* area of the business; they impact *all* of them. In the chaos of economic fluctuations, increased competition, the war for talent and business process changes, leaders – at all levels and in all functional units – are the difference between success and stagnation. Today, more than ever, organizations need *accountable* leaders whose behaviors and actions combine to positively impact your employees, your customers, your bottom line and your future.

To create those leaders, you've provided skills training. Held leadership seminars. Provided mentoring opportunities.

And yet ... have your leaders truly embraced the full scope of their responsibilities for impacting business results? Are they acting and behaving in ways that will turn strategic vision into action? Do they understand the criticality of executing for results *now*, while also fulfilling their obligation to impact the *future*? Do they work across boundaries as members of a leadership *team*?

Are they truly *leaders*?

BUILDING ACCOUNTABLE LEADERS

Impact5™: The Business of Leadership Game goes boldly where no leadership training has gone before. It raises the standard for leadership development with an engaging, fast-paced classroom simulation. Participants, in just four hours, leapfrog to higher levels of judgment and insight. They're challenged to think. Assess risks. Deal with non-performance. Decide. Act. They get blindsided. They recover. They consider both short- and long-range business impact. The game becomes the backdrop for deeper insight into the management actions that lead to positive business results.

How does **Impact5** build these insights? Through discovery. Part business simulation. Part experiential learning. Part board game. **Impact5** is 100% challenge. Every action and every decision affects the outcome. Learners are accountable for results. Competition adds to the energy. Discussion, revelations and insights are teased out with facilitation and application.

LEARNING OUTCOMES:

Managers will come away with insights and enhanced critical thinking skills that will enable them to:

- Embrace a larger responsibility for the success of the entire organization
- Make wiser choices within the context of the "big picture" of the business
- Use strong judgment in balancing short- and long-term challenges
- Accurately assess leadership situations and apply effective critical thinking skills to resolving issues
- Embrace the concept of "corporate citizenship" – operating as an integral part of a leadership team for the success of the enterprise
- Evaluate and take appropriate risks
- Anticipate future staffing needs for their teams, as well as for the enterprise, and take responsibility for the development of talent to fulfill those needs
- Anticipate and continually prepare for change – working daily to create a climate that is change-ready
- Take ownership of developing their own personal effectiveness and looking for opportunities for continual learning.
- And more ...

FIVE BUSINESS IMPACT ACCOUNTABILITIES

Now-Focused Accountabilities

1. Executing For Results
2. Managing Change

Future-Focused Accountabilities

3. Developing Talent
4. Influencing the Business

Foundational Accountability

5. Building Personal Effectiveness

In **Impact5**, managers learn the Five Business Impact Accountabilities that are directly linked to short- and long-term impact on business results. They understand the criticality of the leadership role, what they must do to lead effectively and how their behaviors and actions impact both organizational and personal success.

Impact5 inspires managers to embrace this leadership role more than ever before. And then ...

MAKING THE CONNECTION

With fresh new insights from the game, managers are now ready to make the connection to their own organizations and jobs. They are guided through critical thinking exercises as they explore organizational leadership challenges. They discover the links between the Business Impact Accountabilities and their own realities. They explore and work with a versatile and instantly usable set of **critical thinking** guides.

The *Leadership Impact Guidebook*, organized around the Five Business Impact Accountabilities, stimulates managers to apply critical thinking techniques that become the springboard to action. Managers use the guidebook to consider their strengths and to assess their willingness and readiness to take necessary action. This "thinking" brings a new perspective to a manager's decisions. And, each manager leaves the session with the *Guidebook* as a resource for on-the-job reflection and planning.

The power of **Impact5** can be further enhanced through customization. Exercises can be created, for example, to link the insights from the game to current leadership training and development initiatives. Or to provide case scenarios that require the application of the Business Impact Accountabilities to company-specific issues. Whatever your leadership development objectives – in just one day, **Impact5** can help propel them to success.

P A R A D I G M  L E A R N I N G

T H E P O W E R O F D I S C O V E R Y

727.471.3170

impact5@paradigmlearning.com | ParadigmLearning.com