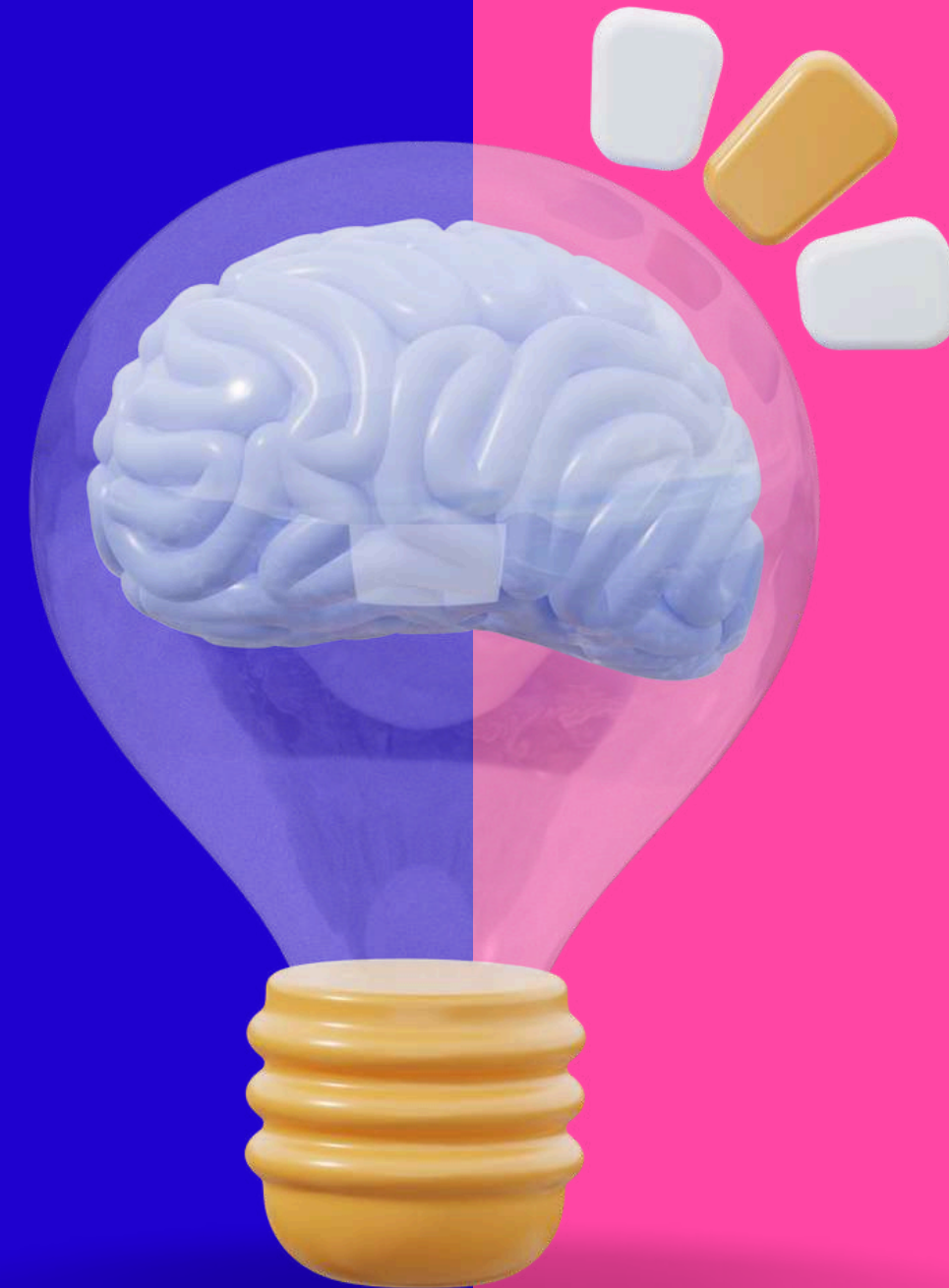


# æqlia

## ***BUSINESS SIMULATIONS FOR EXECUTIVE EDUCATION***

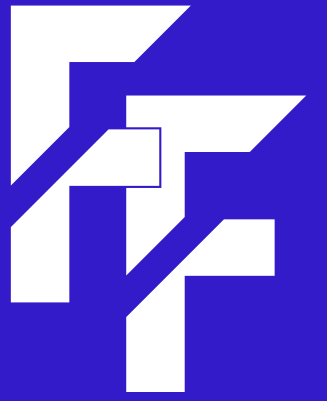
Product Catalog



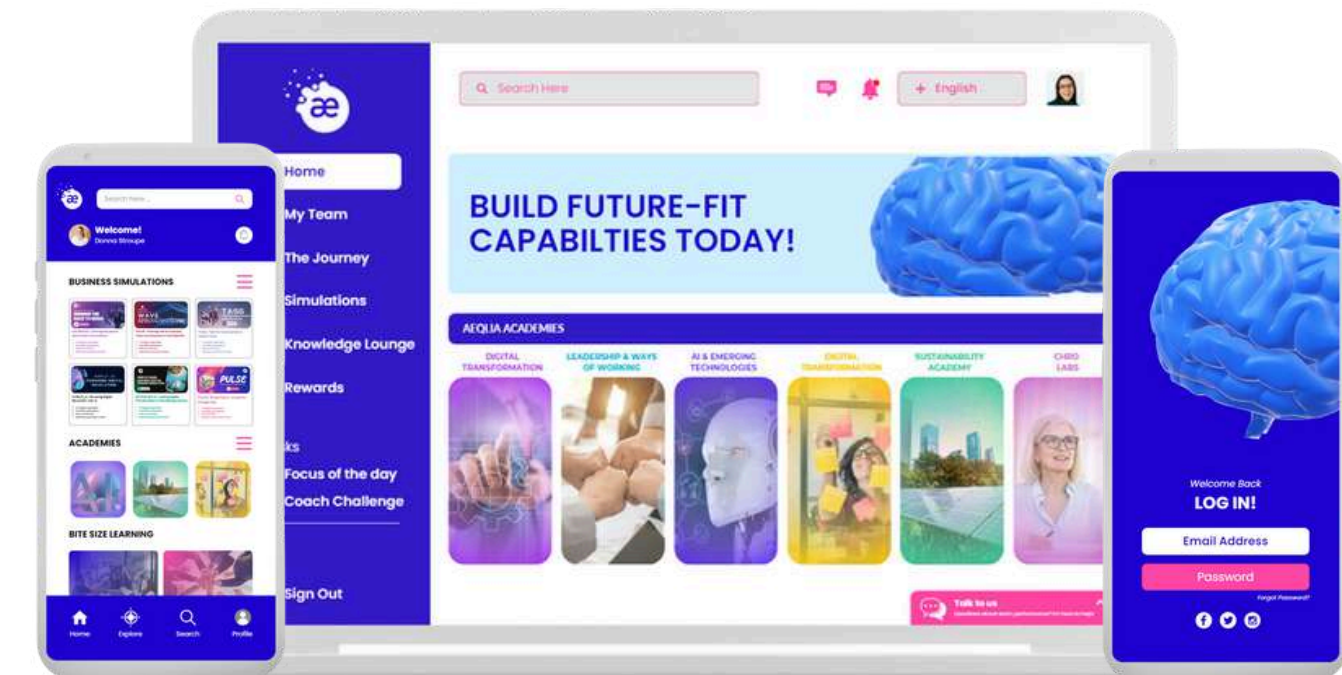


***INTRODUCING AEQLIA'S  
EXPERIENTIAL LEARNING  
PLATFORMS!***

# ***FUTURE-FIT SKILLS & LEADERSHIP: TAILORED LEARNING FOR FUTURE LEADERS***



‘FF’ is a **next-gen learning platform** that allows corporates, training/consulting companies & individuals **re-imagine their learning experience** for performance improvement and **business impact**.



Hands-On Simulations

Specialized Academies

Custom-Fit Learning

Designed by Experts

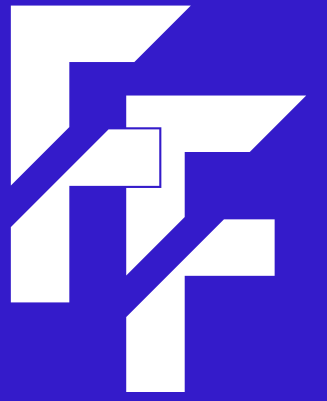


# CLIENTS & EXECUTIVE EDUCATION INSTITUTIONS TRUST US





# ***FUTURE-FIT SKILLS & LEADERSHIP: TAILORED LEARNING FOR FUTURE LEADERS***



## **Five Specialised Academies**

Covering key leadership challenges, from digital transformation to strategic execution

## **Custom-Fit Learning**

Designed to align with each organization's unique needs

## **Hands-On Simulations**

Realistic, high-stakes scenarios drive practical skill development

## **Designed by Industry Experts**

Renowned leaders and practitioners bring deep expertise and real-world insights

## **Proven Frameworks**

Built on research-backed methodologies to ensure lasting impact

**DIGITAL TRANSFORMATION ACADEMY**

**FUTURE WAYS OF WORKING & LEADERSHIP ACADEMY**

**AI & EMERGING TECHNOLOGIES ACADEMY**

**CX & PRODUCT INNOVATION ACADEMY**

**SUSTAINABILITY ACADEMY**



# FUTURE-READY BUSINESS SIMULATIONS



Digital Transformation X AI



Digital Transformation X AI  
in the Banking Industry



Data Analytics &  
Management



Agile Ways of  
Working



Sustainable Org  
Transformation



Foresight &  
Strategic Thining



Future-Ready  
Organizations



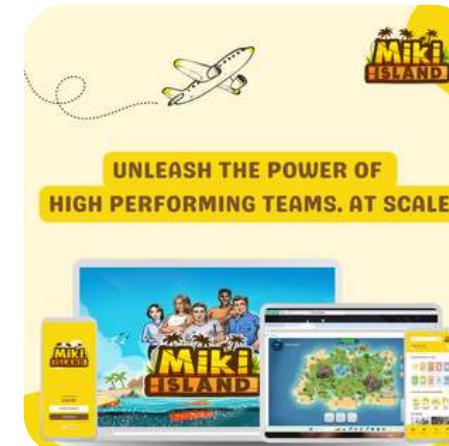
GenAI



Tech for Greater Good



Change Management



Team Effectiveness,  
Leadership, Strategy



Building Amazing  
Workplaces & Culture



Design Thinking & Cx

*#BUSINESS SIMULATION*

**EXPERT  
HUMANS**  
Developing Expert Human Skills



**BUILDING AMAZING  
WORKPLACES**





# MIRAI: BUILDING AMAZING WORKPLACES



BUILDING AMAZING WORKPLACES

TRANSFORMING WORKPLACE CULTURE  
& EMPLOYEE EXPERIENCE

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

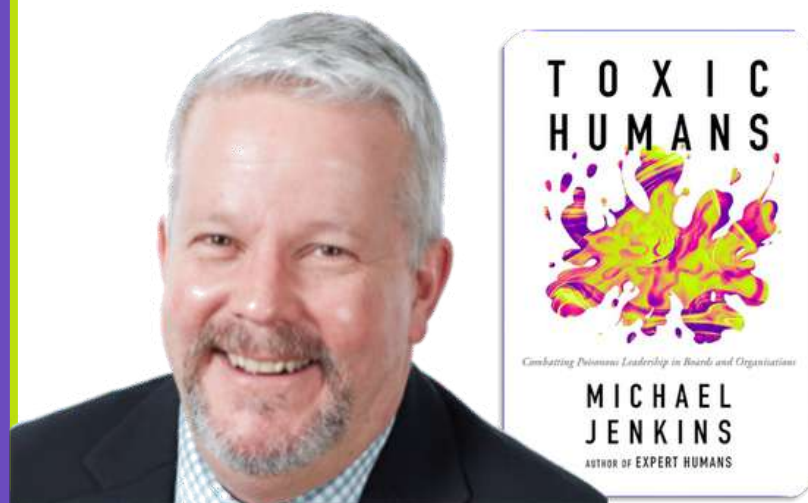
In **MIRAI**, participants step into the leadership team at Summit Enterprises, tasked with transforming the organization into a thriving, future-ready workplace. **Summit Enterprises faces pressure from digital disruption and agile competitors, and traditional approaches to talent and culture are no longer enough.**

Through this immersive simulation, participants make **strategic decisions across the employee lifecycle** - talent attraction, recruitment, onboarding, team building, development, retention, and advocacy - while addressing real-world challenges such as fostering psychological safety, boosting engagement, and aligning culture with business strategy.

Participants learn how to **build a culture where people feel valued, grow, and champion the organization**, turning workplace transformation into a competitive advantage.



## THEORY & FRAMEWORK



Developed with **Michael Jenkins**, a renowned expert in leadership and workplace transformation, MIRAI equips leaders to create future-fit workplaces.

Inspired by his research and book **Toxic Humans: Combatting Poisonous Leadership in Boards and Organisations**, the simulation challenges participants to navigate complex boardroom and team scenarios where culture, power, and performance intersect, helping them spot and address toxic behaviours.

Built on Michael's extensive experience across INSEAD, CCL Asia Pacific, Roffey Park Institute, and HCLI Singapore, the simulation blends real-world insights with an evidence-based framework for **humanising workplaces, fostering collaboration, and driving high-impact decisions.**

# MIRAI: BUILDING AMAZING WORKPLACES



BUILDING AMAZING WORKPLACES

TRANSFORMING WORKPLACE CULTURE  
& EMPLOYEE EXPERIENCE

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

### C-Suite, Board & HR Leaders

- Drive large-scale culture transformation by aligning workplace culture with business objectives for sustainable growth.
- Understand the impact of leadership decisions on performance and learn to eliminate toxic behaviors that undermine team cohesion.

### Team Leaders

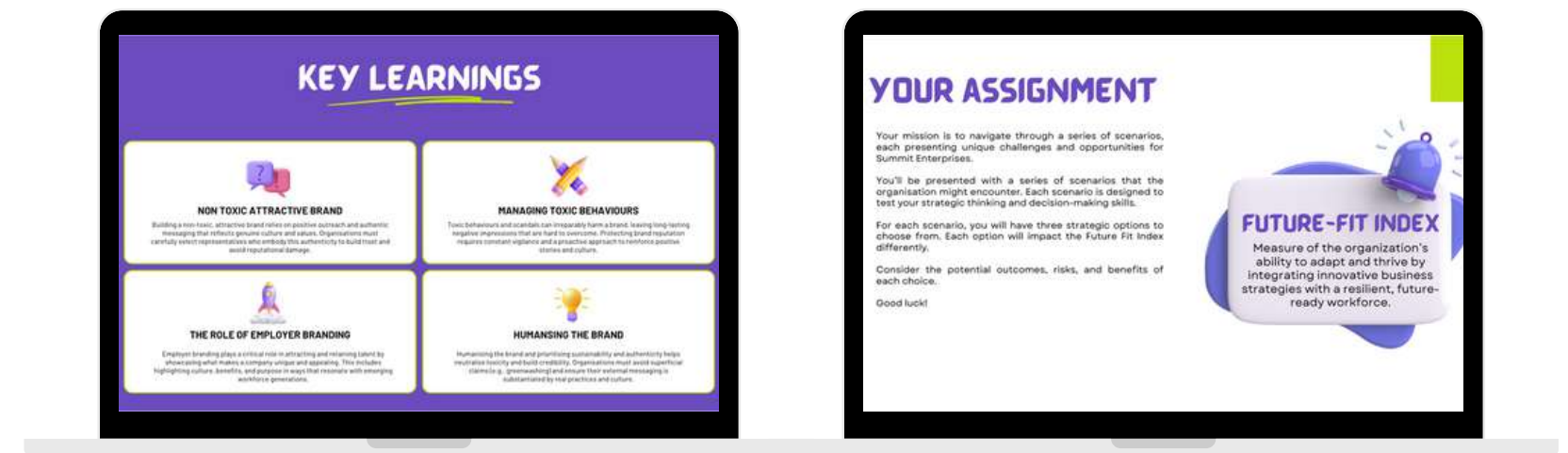
- Build psychological safety and trust while acting as culture ambassadors who model positive behaviors.
- Navigate and resolve conflicts to improve engagement, motivation, and collaboration among team members.

### Team Members

- Contribute proactively to a positive team culture by recognizing toxic vs. healthy work environments.
- Develop conflict-resolution skills and understand their shared responsibility in sustaining a high-performing culture.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by a Built-in Case Study.
- Feedback on choices and decisions made throughout the simulation.
- **Game AI Report based on choices and results**



## STRATEGIC VALUE & BUSINESS IMPACT

- **Gaining Competitive Advantage:** Organizations that prioritize workplace culture drive business success, innovation, and retain top talent.
- **Boost Engagement and Collaboration:** A thriving culture fosters employee engagement, cross-functional collaboration, and collective performance.
- **Build Sustainable, Values-Driven Workplaces:** Participants learn to recognize toxic behaviors, address challenges early, and develop the capability to lead healthy, high-performing teams.

# MIRAI: BUILDING AMAZING WORKPLACES



BUILDING AMAZING WORKPALCES

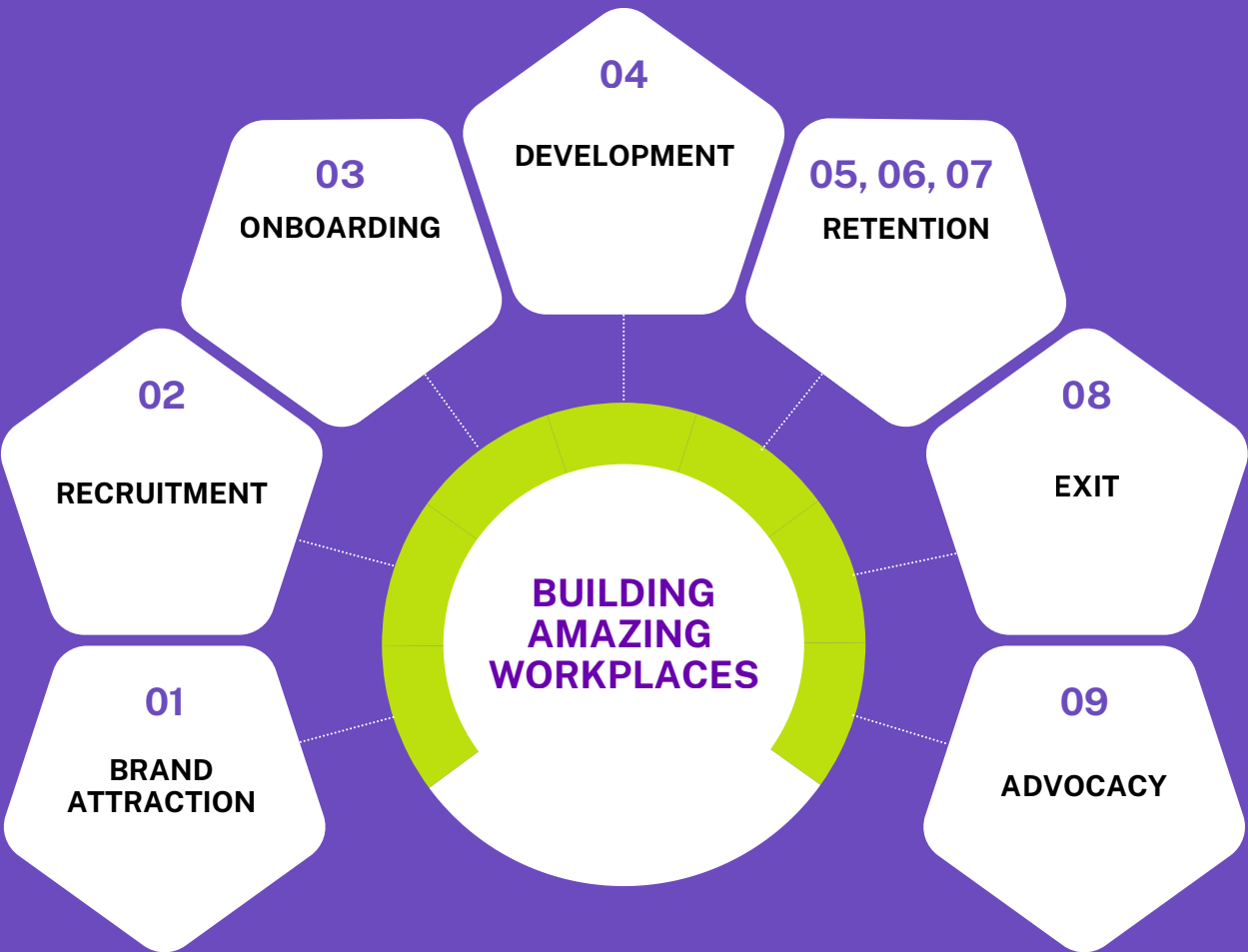
TRANSFORMING WORKPLACE CULTURE  
& EMPLOYEE EXPERIENCE

Online / F2F | 90-240 Minutes

## THE PARTICIPANT EXPERIENCE



## THE SCENARIOS





# MIRAI: BUILDING AMAZING WORKPLACES



BUILDING AMAZING WORKPLACES

TRANSFORMING WORKPLACE CULTURE  
& EMPLOYEE EXPERIENCE

Online / F2F | 90-240 Minutes

## BUILDING AMAZING WORKPLACES BOOKLET

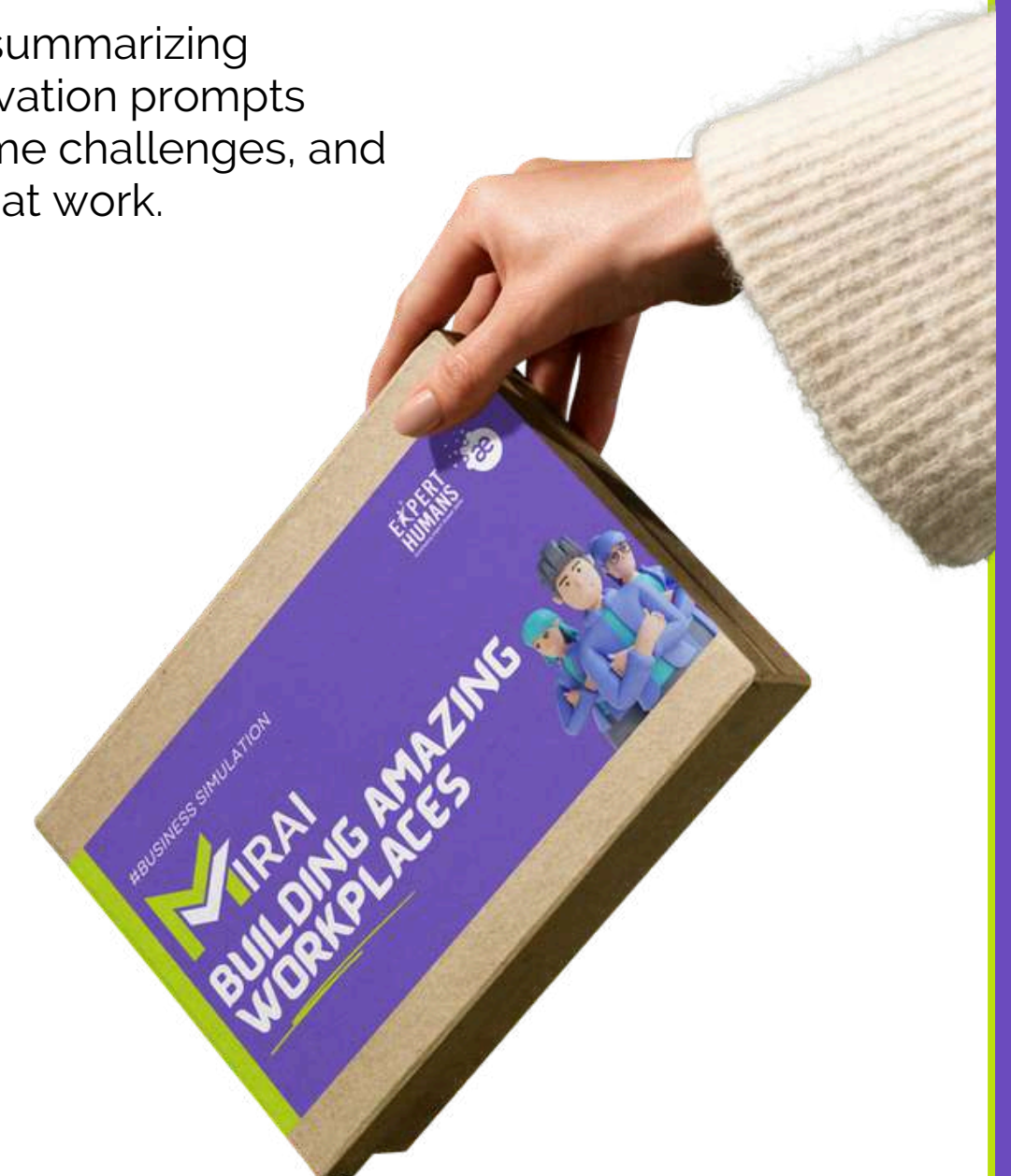
Participants get a concise booklet capturing the core guiding principles of building amazing workplaces, healthy, future-fit organizations to support continuous experimentation and creative problem-solving beyond the program back at work.



## TIN CARDS TAKEAWAY

Participants get a set of tin cards summarizing practical design thinking and innovation prompts they can use to spark ideas, reframe challenges, and drive creative conversations back at work.

- Tin Cards
- 25 Cards
- To be used at work







# #DNA

# FUTURE-READY ORGANIZATIONS



**PLAY NOW**



## WELCOME

The pace of work has never been faster. Expectations rise, responsibilities multiply, and leaders often find themselves navigating constant pressure while trying to stay grounded, present, and emotionally balanced. High performance today isn't just about delivering results - it's about sustaining the energy, clarity, and connection needed to thrive over time.

In RECONNECT, you step into the shoes of a leader facing the realities of modern work: competing priorities, shifting team dynamics, emotional triggers, and moments of uncertainty that demand both strength and presence. Your challenge is to make intentional decisions - balancing impact and well-being, ambition and empathy, speed and reflection.

Each scenario invites you to slow down just enough to notice what's happening beneath the surface: your thoughts, emotions, energy, and the ripple effect your choices have on others. You'll experience how small shifts in awareness and communication influence trust, collaboration, and long-term performance.

As the story unfolds, your team's resilience, morale, and psychological safety evolve based on how you lead - revealing what it truly means to reconnect with yourself and with others in moments that matter.

Welcome to RECONNECT - an immersive journey that transforms reflection into practice and practice into a more sustainable way of leading.





# #DNA: FUTURE-READY ORGANIZATION



#DNA | BUILDING FUTURE-READY ORGANIZATIONS

ORG-WIDE TRANSFORMATION,  
INNOVATION & FUTURE-READINESS

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

The future demands more than resilience - it demands reinvention. In DNA, you step into the role of a leadership and management team tasked with strengthening the core foundations of your organization. The world around you is shifting at unprecedented speed: new technologies, evolving markets, changing customer needs, and fresh expectations of how people want to work are redefining what high performance looks like.

Your mission is to redesign the organizational DNA that enables long-term success - the culture, capabilities, systems, and ways of working that determine whether your company merely keeps up or truly leads.

Through a series of dynamic scenarios, enterprise-wide decisions, and team-based challenges, you will explore what it takes to build an organization that is ready for the future. You will break old patterns, shape new behaviors, strengthen collaboration, and align around the capabilities that allow your organization to evolve and thrive.

Welcome to DNA - where the future-ready organization isn't found, it's built.



## WHAT IS FUTURE-READY

A future-ready organization is one that can adapt, innovate, and thrive amid constant change.

It builds the capabilities, culture, and systems that allow teams to respond quickly to new opportunities while staying aligned on purpose and performance.

Instead of reacting to disruption, it develops the foresight and agility to shape what comes next. Ultimately, being future-ready means evolving continuously - not because you must, but because you choose to.





# #DNA: FUTURE-READY ORGANIZATION



#DNA | BUILDING FUTURE-READY ORGANIZATIONS

ORG-WIDE TRANSFORMATION,  
INNOVATION & FUTURE-READINESS

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- Strengthen **external awareness**: Detect early shifts in customers, markets, and technology.
- **Accelerate digital readiness**: Grasp how emerging tech transforms value and work.
- Boost **innovation** capability: Challenge assumptions and test ideas faster.
- Increase organizational agility: Enable quicker, more adaptive decisions and structures.
- Increase **organizational agility**: Build adaptive structures, decision flows, and ways of working that enable speed without losing alignment.
- Develop **future-ready talent & leadership**: Build mindsets for adaptability and performance.
- Embed **sustainability & purpose**: Balance financial, social, and environmental priorities.
- Enhance **resilience**: Equip the organization to absorb shocks and rebound stronger.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by a Built-in Case Study.
- **Game AI Report** based on choices and results



## STRATEGIC VALUE & BUSINESS IMPACT

- **Upgrade Innovation Capability**: Equip the organization to spot new opportunities early, experiment fast, and scale what works across the enterprise.
- **Develop Future-Fit Talent and Culture**: Build the adaptive mindsets, collaborative behaviors, and learning systems that enable continuous renewal.
- **Embed Purpose in Performance**: Align strategy, culture, and execution to create long-term value for customers, society, and the business simultaneously.



# #DNA: FUTURE-READY ORGANIZATION



#DNA | BUILDING FUTURE-READY ORGANIZATIONS

ORG-WIDE TRANSFORMATION,  
INNOVATION & FUTURE-READINESS

Online / F2F | 90-240 Minutes

## GAMEPLAY & LOGISTICS

- Multiplayer: From 5 to 500+ participants
- Flexible format: 90-minute to 4-hour workshops
- Delivery modes: Available virtually or in person
- Fully customizable: Tailored to the client's context, industry, and desired outcomes

## TARGET GROUP

- **Senior Leaders and Executives** driving enterprise-wide transformation, strategy, or organizational development.
- **Functional and Business Unit Heads** who lead complex teams and must balance performance today with capabilities for tomorrow.
- **Innovation, Digital, and Transformation Leaders** tasked with accelerating new ways of working and embedding future-ready capabilities.
- **People and Culture Leaders** focused on building adaptive mindsets, high-performing teams, and a culture of continuous evolution.
- **Cross-Functional Leadership Teams** seeking alignment on strategic priorities, organizational readiness, and long-term direction.
- **High-Potential Talents** preparing for strategic or enterprise leadership roles in fast-changing environments.





# #DNA: FUTURE-READY ORGANIZATION

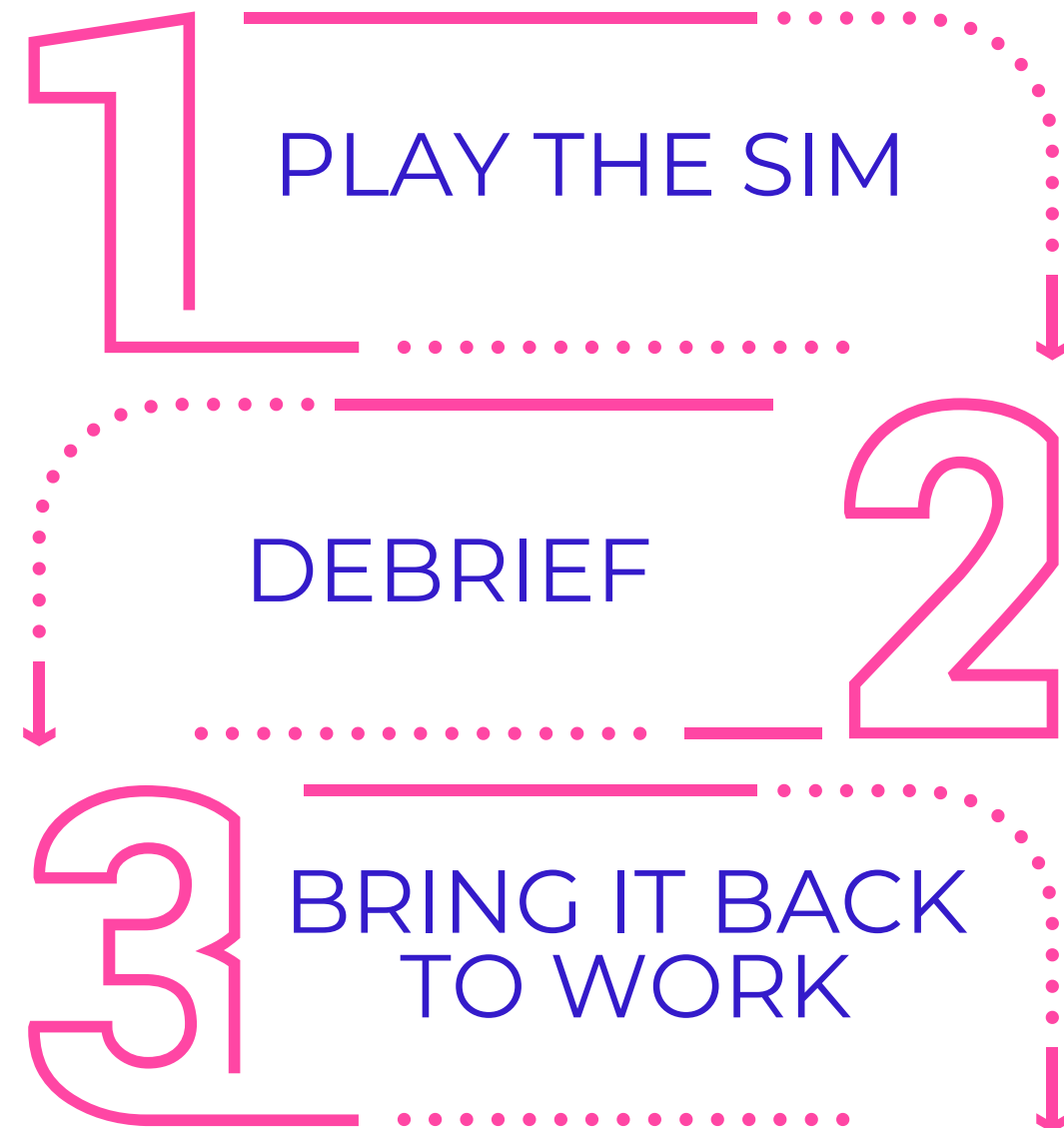


#DNA | BUILDING FUTURE-READY  
ORGANIZATIONS

ORG-WIDE TRANSFORMATION,  
INNOVATION & FUTURE-READINESS

Online / F2F | 90-240 Minutes

## LEARNING DESIGN



## SCENARIO & JOURNEY

SCENARIO 1: Choosing a Future Direction Amid Pressure

SCENARIO 2: Deciding How Bold Your Innovation Should Be

SCENARIO 3: Dialing Up the Customer Experience

SCENARIO 4: Reskilling at the Right Speed

SCENARIO 5: Setting the Pace of Digital and AI Adoption

SCENARIO 6: Providing Leadership Stability in Uncertain Times

SCENARIO 7: Balancing Internal Capability with External Partners

SCENARIO 8: Positioning Sustainability in the Business Agenda

SCENARIO 9: Using Data to Drive – Not Delay – Decisions

SCENARIO 10: Structuring Teams for Agility and Alignment



# #DNA: FUTURE-READY ORGANIZATION



#DNA | BUILDING FUTURE-READY ORGANIZATIONS

ORG-WIDE TRANSFORMATION,  
INNOVATION & FUTURE-READINESS

Online / F2F | 90-240 Minutes

## #DNA FUTURE-READY ORGANIZATION BOOKLET

Participants receive a concise booklet capturing the core principles of building future-ready organizations. It distills practical insights on culture, capability building, and transformation to support continuous experimentation and adaptive decision-making long after the workshop ends.



## TIN CARDS TAKEAWAY

Participants receive a set of tin cards summarizing key prompts and tools around future-readiness, innovation, and strategic decision-making.

These cards help spark new thinking, reframe complex challenges, and guide high-impact team conversations back at work.

- Tin Cards
- 25 Cards
- To be used at work







# AMPLIF\_AI: POWERING DIGITAL REVOLUTION



# AMPLIF\_AI: POWERING DIGITAL REVOLUTION



LEADING IN THE AGE OF AI

DIGITAL TRANSFORMATION X AI

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

In AMPLIF\_AI, participants will step into the shoes of a Management & Leadership Team, tasked with leading an organization through a digital transformation. **Inspired by McKinsey's "Rewired" framework**, this immersive simulation challenges participants to navigate a series of strategic decisions that will shape their company's future.

As participants progress through the simulation, they will **encounter a series of real-world challenges**, including aligning the C-suite on the value of digital transformation, building a skilled workforce, investing in the right technology, designing an agile operating model, leveraging data to drive insights, and ensuring widespread adoption of digital technologies.

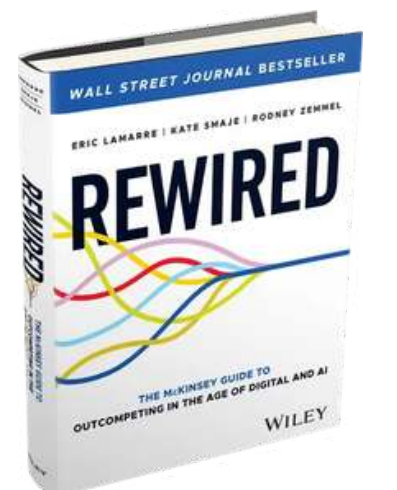


## THEORY & FRAMEWORK

The simulation is inspired by McKinsey's framework and book **Rewired: The McKinsey Guide to Outcompeting in the Age of Digital and AI** (all about the how).

The framework delineates the core aspects of what it takes for leaders to spur transformation across all six capabilities.

The framework is industry-agnostic as you do not have to be a tech company to achieve excellence in digital and AI. Large, established companies can outcompete and capture value, but only when they are willing to commit to the hard work of rewiring their enterprise.





# AMPLIF\_AI: POWERING DIGITAL REVOLUTION



LEADING IN THE AGE OF AI

DIGITAL TRANSFORMATION X AI

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- Lead digital transformation initiatives by **integrating emerging technologies**
- Foster a **digital vision** and **digital leadership** by empowering teams to embrace technological advancements and drive digital innovation.
- Champion **customer-centricity** through innovative digital solutions and personalized experiences.
- Establish a **digital-first business model** to drive organizational agility and competitiveness.
- Cultivate a **culture of innovation** and adaptability to support digital transformation efforts.
- Develop **leadership capabilities** to navigate and lead change in a rapidly **evolving digital landscape**.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by a Built-in Case Study.
- **Game AI Report based on choices and results**



## STRATEGIC VALUE & BUSINESS IMPACT

- **Digital Excellence:** Companies leading in digital and AI transformation outperform their peers, achieving superior financial results through enhanced operational efficiency and continuous innovation.
- **Measurable Improvements:** Focuses on driving measurable improvements in key financial metrics, including profitability and cost management.
- **Sustained Transformation:** Success demands rethinking how innovation and processes align across the organization to create lasting value.



# AMPLIF\_AI: POWERING DIGITAL REVOLUTION



LEADING IN THE AGE OF AI

DIGITAL TRANSFORMATION X AI

Online / F2F | 90-240 Minutes

TRUSTED BY



GAMEPLAY & LOGISTICS

- Multiplayer, from 5 to 500+ participants
- 90min to 4h Workshop
- **Virtual or Face-to-Face**
- **Customized to client context, industry and expected outcomes**

TARGET GROUP

- **C-Suite and Executives** leading digital transformation
- **Senior Leaders, Heads of Department, Senior Managers** who are looking to enhance their skills and knowledge in leading digital transformation successfully.



# AMPLIF\_AI: POWERING DIGITAL REVOLUTION



LEADING IN THE AGE OF AI

DIGITAL TRANSFORMATION X AI

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

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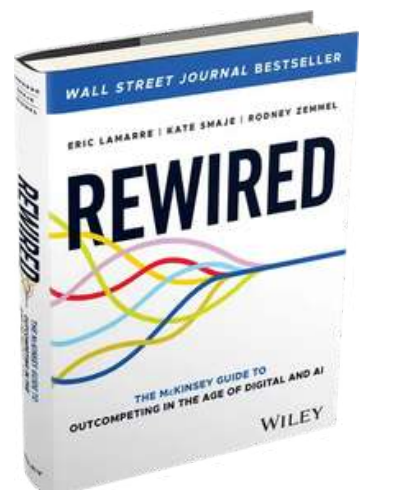


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The framework delineates the core aspects of what it takes for leaders to spur transformation across all six capabilities.

The framework is industry-agnostic as you do not have to be a tech company to achieve excellence in digital and AI. Large, established companies can outcompete and capture value, but only when they are willing to commit to the hard work of rewiring their enterprise.





# HORIZN

Strategy Foresight Business Simulation





# HORIZN: STRATEGIC THINKING & FORESIGHT



HORIZN | STRATEGIC FORESIGHT

FORESIGHT, FUTURE READINESS &  
STRATEGIC THINKING

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

The future won't wait — and neither can we. In HORIZN, you step into the **role of a leadership and management team tasked with charting a bold new course for your organization**. The world around you is evolving faster than ever: emerging technologies, shifting markets, new business models, and changing customer expectations are redefining what success looks like.

Your mission is to look beyond the present and prepare your organization for the future — by designing a strategy that not only adapts to change but anticipates and shapes it.

Through a series of dynamic scenarios, critical decisions, and strategic choices, you and your team will **explore what it takes to lead with foresight**. You will spot weak signals, envision possible futures, test bold choices, and align around a shared direction capable of thriving amid uncertainty.

Welcome to HORIZN — where strategy is not about predicting the future, but about creating it.



## THEORY & FRAMEWORK

The HORIZN simulation is **grounded in the work of the Institute for the Future (IFTF), a pioneer in strategic foresight**.

This approach is not about predicting the future, but about **exploring multiple possible futures to better guide today's decisions**.

By combining weak signal detection, the construction of plausible scenarios, and the translation of insights into concrete actions, it helps **leadership teams anticipate change, strengthen strategic resilience, and actively shape the future of their organization**.





# HORIZN: STRATEGY & FORESIGHT



HORIZN | STRATEGIC FORESIGHT

FORESIGHT, FUTURE READINESS &  
STRATEGIC THINKING

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- Develop a **strategic foresight mindset**: Learn to identify weak signals, emerging trends, and disruptive forces shaping the future.
- **Explore multiple possible futures**: Build and test strategic options across different plausible scenarios.
- Turn **foresight into strategy**: Translate insights from future analysis into concrete decisions and long-term directions.
- **Balance short-term action with long-term vision**: Practice aligning today's decisions with tomorrow's opportunities and risks.
- Strengthen **collective strategic thinking**: Co-create a shared vision and align the leadership team around strategic priorities.
- **Lead with agility and resilience**: Build the capacity to anticipate, adapt to, and shape change rather than simply reacting to it.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard**.
- Interactive Learning supported by a Built-in Case Study.
- **Game AI Report** based on choices and results



## STRATEGIC VALUE & BUSINESS IMPACT

- Accelerate strategic readiness: Anticipate market and technology shifts to make more informed, proactive decisions.
- Strengthen organizational agility: Design strategies that can adapt quickly to multiple possible futures and ensure resilience.
- Align leadership around a shared vision: Build a common strategic direction that guides the organization toward sustainable and differentiated growth.



# HORIZN: STRATEGIC THINKING & FORESIGHT



**HORIZN | STRATEGIC FORESIGHT**

**FORESIGHT, FUTURE READINESS &  
STRATEGIC THINKING**

**Online / F2F | 90-240 Minutes**

## GAMEPLAY & LOGISTICS

- Multiplayer: From 5 to 500+ participants
- Flexible format: 90-minute to 4-hour workshops
- Delivery modes: Available virtually or in person
- Fully customizable: Tailored to the client's context, industry, and desired outcomes

## TARGET GROUP

- Executive leaders and board members responsible for long-term strategic direction and future readiness.
- Department heads and senior managers seeking to strengthen their ability to apply strategic foresight, analyze emerging trends, and make future-informed decisions that shape the organization's sustainable growth and competitive advantage.







**UNLEASH THE POWER OF  
HIGH PERFORMING TEAMS.**





# MIKI ISLAND: BUILDING HIGH PERFORMING TEAMS & COLLECTIVE INTELLIGENCE



BUILDING HIGH PERFORMING TEAMS

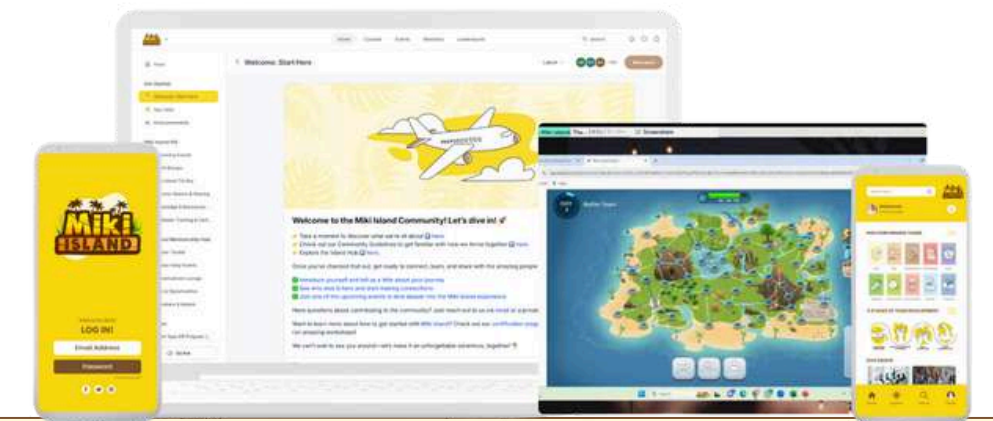
MAXIMISING TEAM EFFECTIVENESS & PERFORMANCE

ONLINE / F2F | 120-240 MINUTES

## ABOUT THE SIMULATION

Miki Island is an immersive business simulation that places participants in a dynamic, interactive environment where they tackle real-world organizational challenges. **Rooted in over 30 years of behavioral science research**, the simulation enables participants to experience the complexities of decision-making, collaboration, and strategy execution in a safe, engaging, and hands-on way.

Through Miki Island, participants **gain practical insights** into leadership, teamwork, and high-stakes problem-solving, while exploring how their decisions impact outcomes across interconnected teams. The experience encourages reflection, experimentation, and learning by doing, making it a **powerful tool for developing future-ready leaders and high-performing teams across any organizational context**.

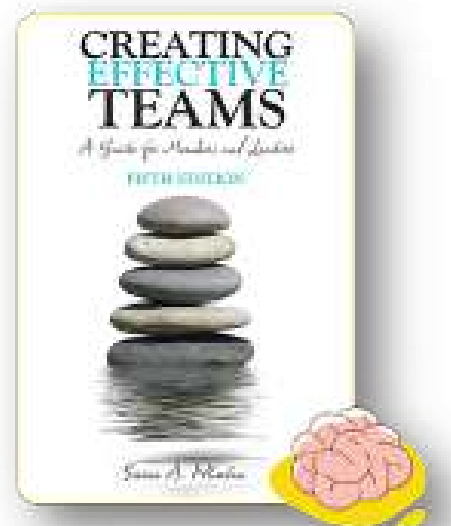


## DESIGNED WITH A RESEARCH INSTITUTE

Miki Island is a collaboration between **Aeqlia, EdTech digital learning company** and **GDQ Associates AB**, a leading research institute in Sweden founded by **Dr. Susan Wheelan**.

Drawing on nearly 30 years of research on team development and high performing teams, including the **Integrated Model of Group Development (IMGD)** and **Group Development Questionnaire (GDQ)**, Miki Island blends **evidence-based science with engaging and immersive gameplay**.

The simulation enables participants to practice leadership, teamwork, and decision-making in realistic team challenges, driving improvements in collaboration, performance, and overall team effectiveness.



# MIKI ISLAND: BUILDING HIGH PERFORMING TEAMS & COLLECTIVE INTELLIGENCE



BUILDING HIGH PERFORMING TEAMS

MAXIMISING TEAM EFFECTIVENESS & PERFORMANCE

ONLINE / F2F | 120-240 MINUTES

## CORE LEARNING OUTCOMES

- **Team Effectiveness & High-Performing Teams:** Strengthen collaboration, trust, and shared accountability to achieve collective goals and sustain peak performance.
- **Effective Communication:** Develop clarity, active listening, and transparent dialogue to improve collaboration, influence, and alignment under pressure.
- **Team Leadership:** Lead with empathy and adaptability - guiding teams through challenges, aligning diverse perspectives, and fostering ownership of results.
- **Strategic Agility:** Make high-stakes decisions amid ambiguity by leveraging diverse insights, data, and collective intelligence.
- **Decision Excellence in VUCA/BANI Contexts:** Make informed, resilient decisions under uncertainty, leveraging collective intelligence.
- **Psychological Safety & Trust:** Build an open environment where team members feel safe to speak up, experiment, and take responsible risks.
- **Conflict Resolution & Resilience:** Manage differences constructively and maintain focus on goals even when facing setbacks or conflicting priorities.
- **Continuous Learning & Feedback:** Use structured reflection and performance insights to strengthen individual and team effectiveness over time.

## IN-GAME FEATURES & ANALYTICS

- Game AI Report
- Behavioral Analytics
- Team Scoring & Leaderboard
- Replay-ability - play 2 to 3 rounds



## POST-GAME TEAM REPORT (POWERED BY AI)

The AI-powered report delivers personalized insights to enhance team performance:

- **AI-Driven Behavioral Analysis:** Utilizes advanced AI to assess team interactions, communication patterns, and decision-making processes during gameplay.
- **Tailored Strengths & Development Areas:** Identifies unique team strengths and areas for improvement, providing a clear path for growth.
- **Performance Metrics Overview:** Offers insights into key performance indicators, highlighting trends and patterns that influence team effectiveness.
- **Actionable Recommendations:** Provides data-driven suggestions to enhance collaboration, communication, and overall team performance.
- **Facilitator Support Tools:** Equips facilitators with insights to guide reflective discussions and coaching sessions, fostering continuous team development.



# MIKI ISLAND: BUILDING HIGH PERFORMING TEAMS & COLLECTIVE INTELLIGENCE



BUILDING HIGH PERFORMING TEAMS

MAXIMISING TEAM EFFECTIVENESS &  
PERFORMANCE

ONLINE / F2F | 120-240 MINUTES

## TRUSTED BY



## GAMEPLAY & LOGISTICS

- 2h to 4h Workshop
- Virtual or Face-to-Face
- Multiplayer, from 5 to 500+ participants
- Facilitator-led with AI-supported analytics
- Customized to client context, industry and expected outcomes
- Team based – 3 to 7 participants per team (ideally 5)
- 1 laptop per team

## TARGET GROUP

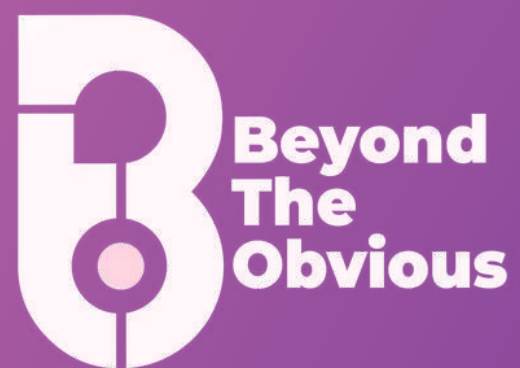
- **C-Suite Executives and Senior Leaders** aiming to enhance leadership impact, drive high-performing teams, and foster a culture of collaboration and accountability.
- **Middle Managers and Team Leaders** responsible for translating strategy into action, aligning teams, and maximizing collective performance.
- **Employees and Project Teams** seeking to strengthen collaboration, communication, decision-making, and problem-solving in real-world scenarios.



# MIKI ISLAND: BUILDING HIGH PERFORMING TEAMS & COLLECTIVE INTELLIGENCE







BUSINESS SIMULATION #MAVERICK

# WINNING THE RACE TO GENAI



PLAY NOW

# MAVERICK: WINNING THE RACE TO GENAI



#MAVERICK

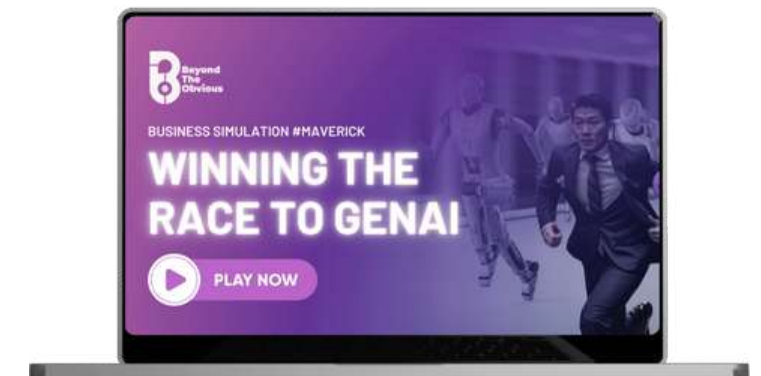
GENERATIVE AI

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

In this simulation, you will take on the role of a management and leadership team within a GenAI spin-off company, tasked with exploring and implementing Generative AI to transform your parent organization. Your assignment involves navigating 10 scenarios, each designed to challenge your strategic thinking and decision-making skills.

Over 10 scenarios, you'll navigate the challenges of running pilot projects across various business functions, balancing the pursuit of quick wins with the need for long-term value creation. As you work together to develop expertise and craft a strategic roadmap, your decisions will impact key performance indicators that reflect both immediate successes and sustainable growth.



## THEORY & FRAMEWORK

This simulation is the result of a collaboration between two leading organizations in the field of education and technology: Aeqlia & Beyond the Obvious.

Beyond the Obvious, a GenAI education company, brings its deep expertise in the evolving landscape of Generative AI, ensuring that the scenarios reflect the most current and relevant challenges.

Together, they have created a dynamic and immersive simulation that not only educates but also empowers participants to think strategically, make informed decisions, and lead their organizations through the complexities of AI-driven transformation.



MARKUS KEIPER



ROBERT THURNER



MICHAEL ALF



# MAVERICK: WINNING THE RACE TO GENAI



#MAVERICK

GENERATIVE AI

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- **Understand Generative AI and Its Ecosystem:** Define Generative AI, grasp its fundamental principles, and explore how it interconnects with AI and Machine Learning
- **Explore Business Applications:** Investigate how Generative AI and ChatGPT are applied in various business contexts.
- **Master Advanced ChatGPT Techniques:** Learn advanced methods for using ChatGPT, including conversational AI, chatbots, and task-specific customization, and evaluate best practices.
- **Address Ethical Considerations:** Examine the ethical implications of deploying Generative AI and understand measures for safeguarding and mitigating risks associated with Generative AI.
- **Develop Effective Prompt Engineering Strategies:** Discover techniques for crafting effective prompts to optimize AI interactions.
- **Connect AI Technologies:** Learn how AI, Machine Learning, and Generative AI are interconnected and their impact on work and daily life.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by Built-in Case Studies.
- Analytics & Feedback on choices and decisions made throughout the simulation.
- **Game AI report**



## STRATEGIC VALUE & BUSINESS IMPACT

- **AI-Powered Transformation:** Organizations that leverage Generative AI unlock new frontiers of productivity, creativity, and speed — reimagining how work, innovation, and customer value are delivered.
- **Tangible Business Outcomes:** Drive measurable improvements across innovation cycles, operational efficiency, decision-making speed, and customer personalization.
- **Future-Ready Leaders:** Build leaders and teams who can harness GenAI responsibly and strategically — integrating human insight with AI capabilities to shape smarter, faster, and more adaptive organizations.



# MAVERICK: WINNING THE RACE TO GENAI



#MAVERICK

GENERATIVE AI

Online / F2F | 90-240 Minutes

## GAMEPLAY & LOGISTICS

- Multiplayer, from 5 to 500+ participants
- 90min to 4h Workshop
- Virtual or Face-to-Face
- Customized to client context, industry and expected outcomes

## TARGET GROUP

- **C-Suite Executives and Senior Leaders** driving data-driven initiatives.
- **Heads of Department and Senior Managers** who want to strengthen their capabilities in understanding GenAI.



## SCENARIOS & JOURNEY

SCENARIO 1: Foundational GenAI

SCENARIO 2: The Technology behind it

SCENARIO 3: Risk & Ethic principles

SCENARIO 4: Effective Prompt Engineering

SCENARIO 5: GenAI in Customer Service

SCENARIO 6: GenAI in Marketing

SCENARIO 7: GenAI in HR

SCENARIO 8: GenAI in project management

SCENARIO 9: GenAI in data analysis

SCENARIO 10: Becoming a change agent





InfiniVolve

#BUSINESS SIMULATION

# WAVE.

WINNING WITH ANALYTICS VISION  
AND EXECUTION IN THE DATA ERA



**PLAY NOW**



# #BUSINESS SIMULATION



#BUSINESS SIMULATION

## WAVE.

WINNING WITH ANALYTICS  
AND EXECUTION IN THE DA

### WELCOME

The CEO of EmoSense Ltd is facing a critical challenge as agile, tech-driven competitors disrupt the market.

Despite investing in data infrastructure for three years, the company's transformation into a data-driven organization has stalled. Internal silos, outdated technology, and misaligned KPIs are preventing effective use of customer data, while the company culture resists data-driven decision-making. With no clear vision or strategy, data initiatives remain fragmented and fail to impact business outcomes.

The CEO must align leadership, restructure teams, and build stronger data capabilities to regain a competitive edge and drive future success.



WAVE.  
WINNING WITH ANALYTICS VISION  
AND EXECUTION IN THE DATA ERA





# WAVE: DATA ANALYTICS & MANAGEMENT



DATA-DRIVEN SUCCESS

WINNING WITH ANALYTICS VISION & EXECUTION IN THE DATA ERA

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

In **WAVE**, participants will step into the role of an internal consulting team, tasked with guiding EmoSense Ltd. through a **complex data-driven transformation**. This immersive simulation challenges participants to align leadership, break down silos, and integrate data initiatives with business objectives to unlock real business value.

Along the way, they will face critical decisions such as building a skilled data team, fostering a data-driven culture, establishing governance, and driving data literacy across the organization. **Each choice directly impacts key outcomes** – financial performance, customer satisfaction, and employee engagement – as participants work to turn EmoSense into a truly data-driven powerhouse.



## THEORY & FRAMEWORK

WAVE was developed in collaboration with **InfiniVolve**, a **leading data and digital strategy firm**, and led by **Sameer Gupta** (Co-Founder and CEO), and a recognized authority in digital transformation and analytics.

Sameer brings deep expertise from his tenure at **DBS Bank**, where he led the transformation into a data-driven organization, driving innovations in customer analytics, digital value capture, and agile operating models.

InfiniVolve's experience across data-driven transformation, AI, and strategic consulting ensures WAVE equips participants with practical, real-world skills for complex business challenges.





# WAVE: DATA ANALYTICS & MANAGEMENT



## DATA-DRIVEN SUCCESS

## WINNING WITH ANALYTICS VISION & EXECUTION IN THE DATA ERA

Online / F2F | 90-240 Minutes

### CORE LEARNING OUTCOMES

- **Understand** how emerging technologies like AI, blockchain, and IoT can drive **business growth** and **sustainable innovation**.
- Lead digital transformation initiatives that balance **ethics**, **social responsibility**, and **competitive advantage**.
- Foster a culture of **purpose-driven innovation** through effective change management.
- Apply **ethical data practices** to ensure transparency, fairness, and social good.
- Design **inclusive innovation strategies** that make technology accessible to all, including underserved communities.
- Leverage **tech-enabled circular economy models** to reduce environmental impact and extend product lifecycles.

### IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by Built-in Case Studies.
- Analytics & Feedback on choices and decisions made throughout the simulation.
- **Game AI report**



### STRATEGIC VALUE & BUSINESS IMPACT

- **Data-Driven Success:** Organizations that harness data effectively gain a significant competitive edge, making informed decisions that optimize operations, enhance customer experiences, and fuel innovation.
- **Measurable Impact:** Deliver tangible outcomes across key business metrics, including operational efficiency, customer satisfaction, and employee engagement.
- **Future-Ready Teams:** Cultivate a data-driven culture and equip leaders with the skills and strategies to thrive in a rapidly evolving, data-driven market.



# WAVE: DATA ANALYTICS & MANAGEMENT



## DATA-DRIVEN SUCCESS

## WINNING WITH ANALYTICS VISION & EXECUTION IN THE DATA ERA

Online / F2F | 90-240 Minutes

### GAMEPLAY & LOGISTICS

- Multiplayer, from 5 to 500+ participants
- 90min to 4h Workshop
- Virtual or Face-to-Face
- Customized to client context, industry and expected outcomes

### TARGET GROUP

- **C-Suite Executives and Senior Leaders** driving data-driven initiatives.
- **Heads of Department and Senior Managers** who want to strengthen their capabilities in leveraging analytics, designing effective data strategies and executive data-driven decisions for business impact.

### SCENARIOS & JOURNEY



**SCENARIO 1**  
Strategic Vision: Laying the Groundwork for Transformation

**SCENARIO 2**  
Initial Steps: Kicking Off the Data-Driven Journey

**SCENARIO 4**  
Reinforcing the Transformation Narrative

**SCENARIO 3**  
Unified Vision & Executive Buy-In: Aligning Leadership for Change

**SCENARIO 5**  
Data Infrastructure: Choosing Between Cloud & On-Prem Solutions

**SCENARIO 6**  
Data Structure & Migration Strategy: Mapping the Path to Modernization

**SCENARIO 8**  
Data Capabilities: Developing Talent for a Data-Driven Future

**SCENARIO 7:**  
Data Governance: Ensuring Compliance & Control

**SCENARIO 9:**  
Building Data Literacy: Empowering the Workforce

**SCENARIO 10**  
Operating Mode: Structuring for the New 'Way of Working' with Data



**SCENARIO 11**  
Ethical Considerations: Balancing Innovation with Responsibility



# WAVE: DATA ANALYTICS & MANAGEMENT



DATA-DRIVEN SUCCESS

WINNING WITH ANALYTICS VISION & EXECUTION IN THE DATA ERA

Online / F2F | 90-240 Minutes

LEARNING DESIGN





# FLOW

## Embrace Agility, Deliver with ease.



**PLAY NOW**





# FLOW: Agile Ways of Working



AGILE WAYS OF WORKING

EMBRACE AGILITY, DELIVER WITH EASE

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

In **FLOW**, participants step into the role of a project manager at DataNest, an IoT leader in smart energy solutions. Tasked with developing a cutting-edge Energy Monitoring System, participants navigate the complexities of **agile project management and organizational transformation**.

Through real-world scenarios, they tackle challenges such as building high-performing teams, addressing resistance to change, aligning cross-functional teams, ensuring data quality, and gathering user feedback. Each decision directly impacts project outcomes, giving participants **hands-on experience in leading innovation and implementing agile ways of working**. Inspired by **McKinsey's Agile Framework**, **FLOW** equips leaders to drive strategy, people, processes, and technology toward sustainable, high-impact results.

## THEORY & FRAMEWORK

FLOW is inspired by **McKinsey's framework**. It highlights the **five core capabilities** leaders need to **drive agile transformation**.

The framework embeds key trademarks of success – a **clear north star**, **empowered teams**, **rapid learning cycles**, **dynamic people models**, and **next-gen technology** – to help leaders foster agility, accelerate innovation, and deliver lasting business impact.



# FLOW: Agile Ways of Working



## AGILE WAYS OF WORKING

## EMBRACE AGILITY, DELIVER WITH EASE

Online / F2F | 90-240 Minutes

### CORE LEARNING OUTCOMES

- Understand the **foundations of Agile principles** and how they enable adaptability and customer-centricity.
- Experience **agile in action** by applying methodologies to dynamic, real-world business challenges.
- Develop an **agile mindset** built on flexibility, resilience, and continuous learning.
- Strengthen **collaboration skills** to build alignment and foster a culture of teamwork.
- Enhance **problem-solving and decision-making** through iterative approaches and scenario-based choices.
- Practice **effective communication** to ensure clarity, alignment, and momentum across teams.
- Leverage **data-driven insights** to guide priorities, validate progress, and measure success.
- Embrace a **culture of continuous improvement**, driving innovation and long-term organizational agility.

### IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by Built-in Case Studies.
- Analytics & Feedback on choices and decisions made throughout the simulation.
- **Game AI Report based on choices and results**



### STRATEGIC VALUE & BUSINESS IMPACT

- **Agile Advantage:** Organizations that adopt agile ways of working consistently outperform peers, responding faster to market shifts and customer needs.
- **Operational Excellence:** Agile practices streamline processes, improve collaboration, and enable more effective allocation of resources.
- **Sustainable Transformation:** By embedding agility into culture and leadership, organizations secure long-term competitiveness in a rapidly changing business landscape.



# FLOW: Agile Ways of Working

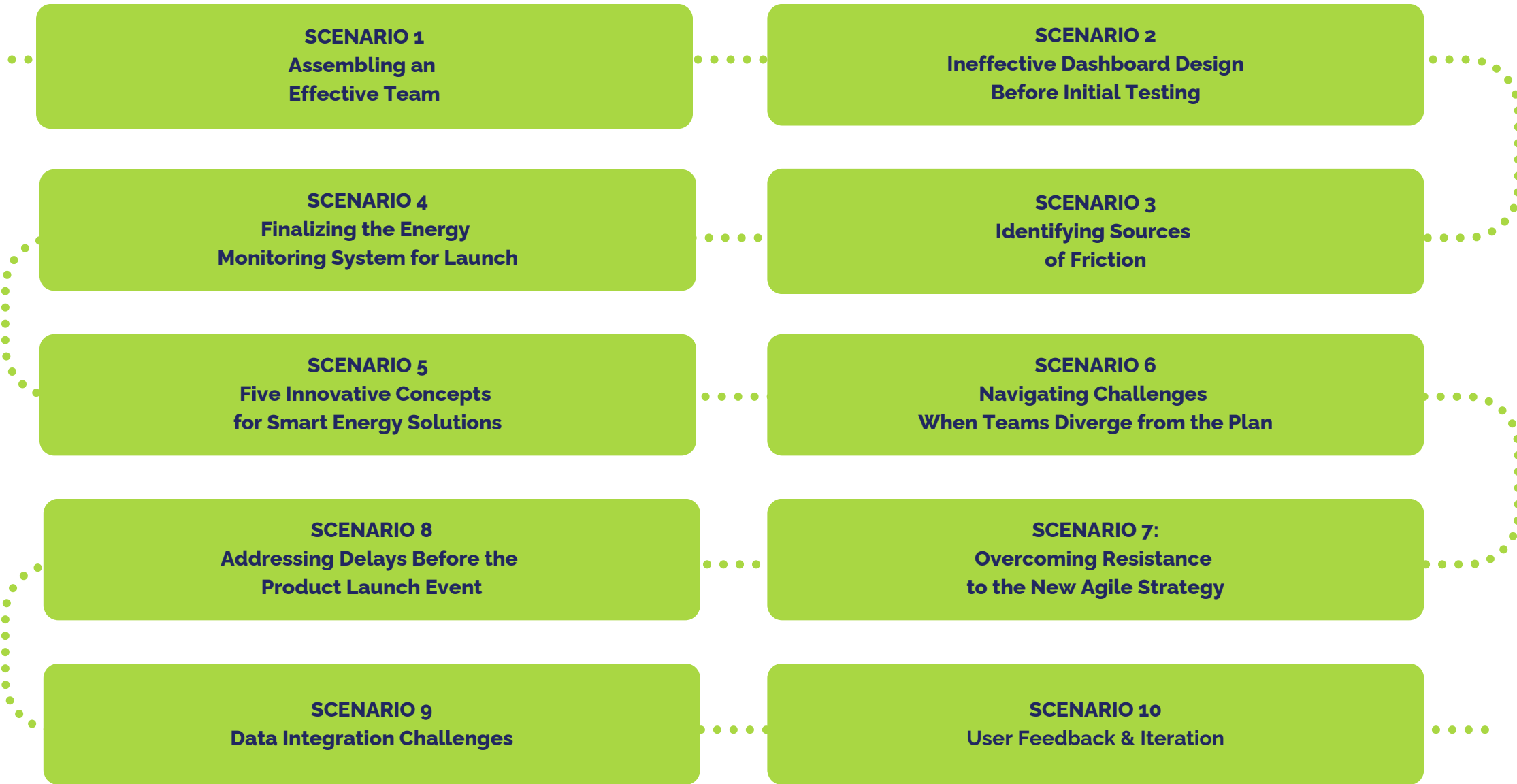
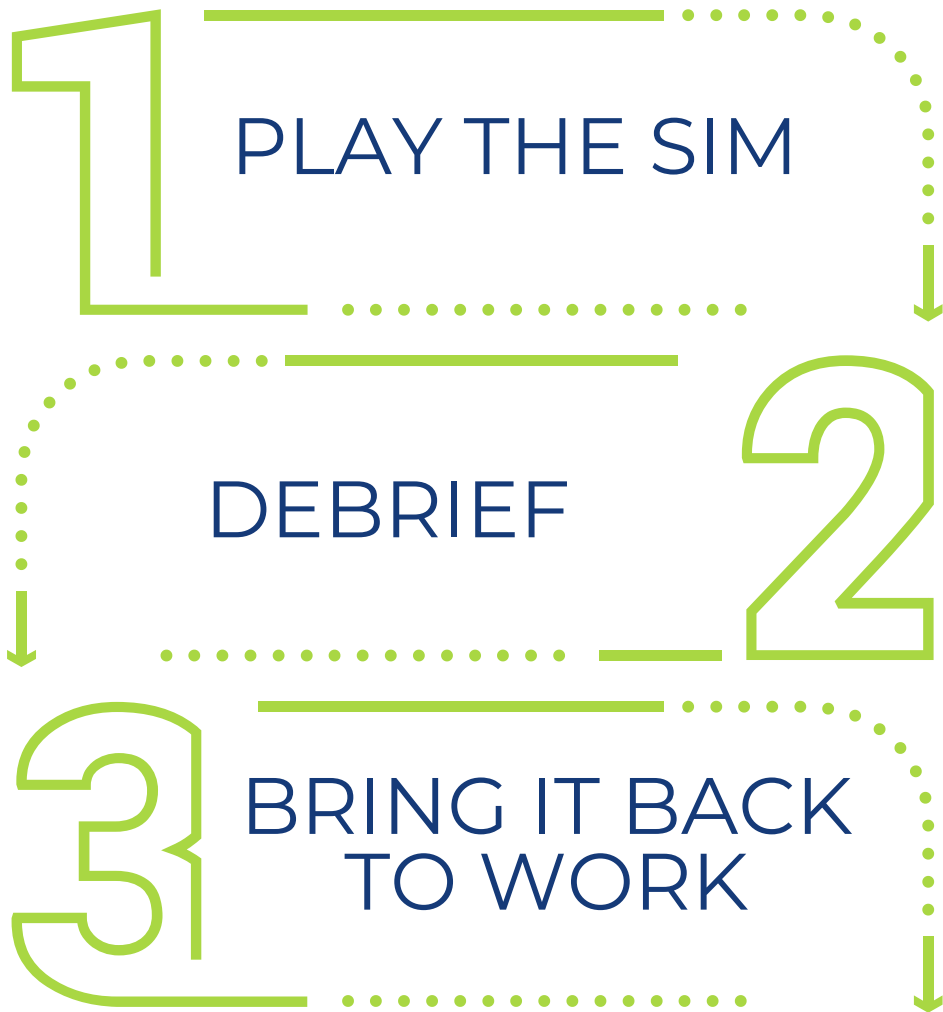


AGILE WAYS OF WORKING

EMBRACE AGILITY, DELIVER WITH EASE

Online / F2F | 90-240 Minutes

## THE PARTICIPANT EXPERIENCE





#BUSINESS SIMULATION

# EDGE.

## People, Planet, Profit.



**PLAY NOW**





# #BUSINESS SIMULATION



#BUSINESS SIMULATION

# EDGE.

## People, Planet, Profit.



PLAY NOW



## SCENARIO 1



**Stick to current strategies, focusing on stability.**

Maintain stability by sticking with the current successful strategies.

Focus on ensuring smooth operations and leveraging what's already working, while carefully monitoring industry trends to stay prepared for any necessary adjustments.

CHOOSE OPTION A



**Act quickly on urgent issues with immediate fixes.**

Take immediate action by addressing the most pressing issues first.

Hold rapid meetings with department heads to tackle urgent problems and implement quick fixes, demonstrating your ability to deliver fast results and maintain momentum.

CHOOSE OPTION B



**Share your vision and meet with stakeholders.**

Meet with key stakeholders to share your vision for the future. I believe will make Cinkgo things the bank hasn't do

Focus on new possible resources, and plan for the

CHOOSE OPTION C



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Password

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# EDGE: Leading Sustainable Transformation



PEOPLE, PLANET, PROFIT

BALANCING PROFIT WITH PURPOSE

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

The **EDGE** simulation places participants in the role of leadership at GreenWave Industries, a company at a pivotal moment, facing the critical need for **sustainable transformation**. After years of success, the company must now adapt to a rapidly evolving market where sustainability is a clear business imperative. The core objective is to **successfully integrate sustainability into the business to drive innovation, resilience, and long-term growth**.

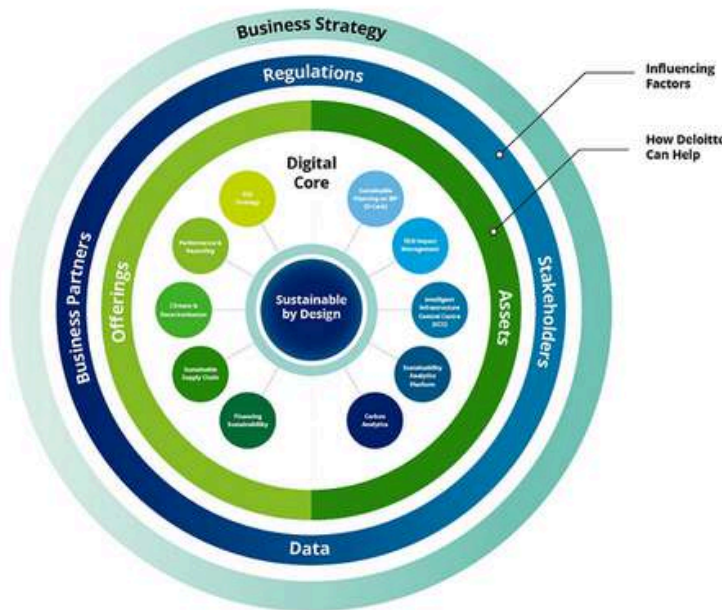
Participants navigate complex, real-world scenarios that require tough choices, forcing them to balance immediate business needs with the demands of a changing world. Teams will collaborate to **guide a sustainability task force**, applying strategic thinking to champion **People, Planet, and Profit**. By the end, they gain the profound understanding, insights, and tools needed to **lead ethical and forward-thinking transformation in their own organization**.

## THEORY & FRAMEWORK

EDGE is inspired by **Deloitte's Sustainable by Design approach**, highlighting the five core capabilities leaders need to embed sustainability into the heart of their organization and turn it into a driver of growth and innovation.

The framework integrates sustainability across strategy, business models, operations, culture, and governance — while leveraging technology and data to consciously design processes that support sustainability goals.

By embedding sustainability into the digital core, leaders can make smarter decisions that reduce environmental impact and unlock long-term value.





# EDGE: Leading Sustainable Transformation



PEOPLE, PLANET, PROFIT

BALANCING PROFIT WITH PURPOSE

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- Develop the ability to create and implement **sustainability strategies** that balance environmental impact with business growth.
- **Gain hands-on experience** in integrating **eco-friendly practices** across supply chains, product design, and operations.
- **Enhance teamwork** and communication skills by collaborating across diverse teams to solve **real-world sustainability challenges**.
- **Learn how to measure**, analyze, and report **sustainability metrics** to make informed, impactful decisions.
- Understand the **role of leadership** in fostering a workplace culture that values environmental and social responsibility.
- **Acquire insights** into **managing compliance** with environmental regulations and ethical expectations in a competitive market.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by Built-in Case Studies.
- Analytics & Feedback on choices and decisions made throughout the simulation.
- **Game AI Report based on choices and results**

## STRATEGIC VALUE & BUSINESS IMPACT

- **Economic Resilience:** Investing in sustainability enhances a company's resilience against market fluctuations and regulatory changes, leading to cost savings, improved efficiency, and long-term profitability.
- **Brand Reputation & Loyalty:** Embracing sustainability builds trust and loyalty among customers and strengthens a company's reputation in the market. This also significantly impacts investor relations.
- **Innovation & Competitive Advantage:** Sustainability drives innovation and encourages the exploration of new technologies and practices. Companies prioritizing these solutions are seen as industry leaders, gaining a competitive edge in attracting customers and talent.

# EDGE: Leading Sustainable Transformation



PEOPLE, PLANET, PROFIT

BALANCING PROFIT WITH PURPOSE

Online / F2F | 90-240 Minutes

## THE PARTICIPANT EXPERIENCE

### Roles & Profiles:



- 3 to 7 participants per team
- Ideal size: 5 or 6 to represent all roles
- Each participant plays a leadership role at GreenWave. Each role represents a unique perspective and tension point

### Report - Before the simulation:

- Participants receive a tailored pre-read report to build context, clarify expectations, and deepen understanding of the key themes they will explore.

### Report - After the simulation:

- A personalized post-simulation report provides insights, feedback, and actionable recommendations to reinforce learning and support real-world application.



## SCENARIO & JOURNEY



"Turning Point:  
Defining the Sustainability Vision"

Rethinking Resources:  
Sourcing Sustainable Materials

Empowering the Workforce:  
Fostering a Culture of Sustainability

Waste Not, Want Not:  
Optimizing Production Efficiency

Energy Shift:  
Moving to Renewable Sources

Sustainable Partnerships:  
Choosing Like-Minded Suppliers

Customer-Centric Impact:  
Marketing the Values

Measuring Impact:  
Tracking and Reporting  
Sustainability Metrics

Adapt or Stagnate:  
Navigating Regulatory Changes

The Long Game:  
Balancing Prosperity with Purpose





# EDGE: Leading Sustainable Transformation



PEOPLE, PLANET, PROFIT

BALANCING PROFIT WITH PURPOSE

Online / F2F | 90-240 Minutes

## GAMEPLAY & LOGISTICS

- Multiplayer, from 5 to 500+ participants
- 90min to 4h Workshop
- Virtual or Face-to-Face
- Customized to client context, industry and expected outcomes

## TARGET GROUP

- **C-Suite Executives and Senior Leaders** driving sustainable transformation and responsible business practices.
- **Heads of Department and Senior Managers** who want to strengthen their capabilities in implementing sustainable strategies, balancing environmental impact with business growth, and leading a culture of environmental and social responsibility.
- **Middle Managers and High-Potential Employees** who are responsible for implementing sustainable practices within daily operations, fostering a culture of innovation and adaptability, and driving change from the ground up across departments.



*#BUSINESS SIMULATION*

**EXPERT  
HUMANS**  
Developing Expert Human Skills



**BUILDING AMAZING  
WORKPLACES**





# MIRAI: BUILDING AMAZING WORKPLACES



BUILDING AMAZING WORKPLACES

TRANSFORMING WORKPLACE CULTURE  
& EMPLOYEE EXPERIENCE

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

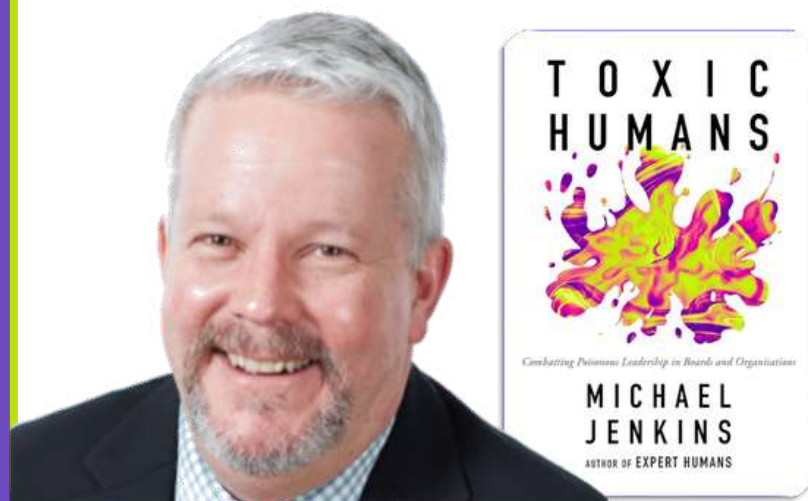
In **MIRAI**, participants step into the leadership team at Summit Enterprises, tasked with transforming the organization into a thriving, future-ready workplace. **Summit Enterprises faces pressure from digital disruption and agile competitors, and traditional approaches to talent and culture are no longer enough.**

Through this immersive simulation, participants make **strategic decisions across the employee lifecycle** - talent attraction, recruitment, onboarding, team building, development, retention, and advocacy - while addressing real-world challenges such as fostering psychological safety, boosting engagement, and aligning culture with business strategy.

Participants learn how to **build a culture where people feel valued, grow, and champion the organization**, turning workplace transformation into a competitive advantage.



## THEORY & FRAMEWORK



Developed with **Michael Jenkins**, a renowned expert in leadership and workplace transformation, MIRAI equips leaders to create future-fit workplaces.

Inspired by his research and book **Toxic Humans: Combatting Poisonous Leadership in Boards and Organisations**, the simulation challenges participants to navigate complex boardroom and team scenarios where culture, power, and performance intersect, helping them spot and address toxic behaviours.

Built on Michael's extensive experience across INSEAD, CCL Asia Pacific, Roffey Park Institute, and HCLI Singapore, the simulation blends real-world insights with an evidence-based framework for **humanising workplaces, fostering collaboration, and driving high-impact decisions.**

# MIRAI: BUILDING AMAZING WORKPLACES



BUILDING AMAZING WORKPLACES

TRANSFORMING WORKPLACE CULTURE  
& EMPLOYEE EXPERIENCE

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

### C-Suite, Board & HR Leaders

- Drive large-scale culture transformation by aligning workplace culture with business objectives for sustainable growth.
- Understand the impact of leadership decisions on performance and learn to eliminate toxic behaviors that undermine team cohesion.

### Team Leaders

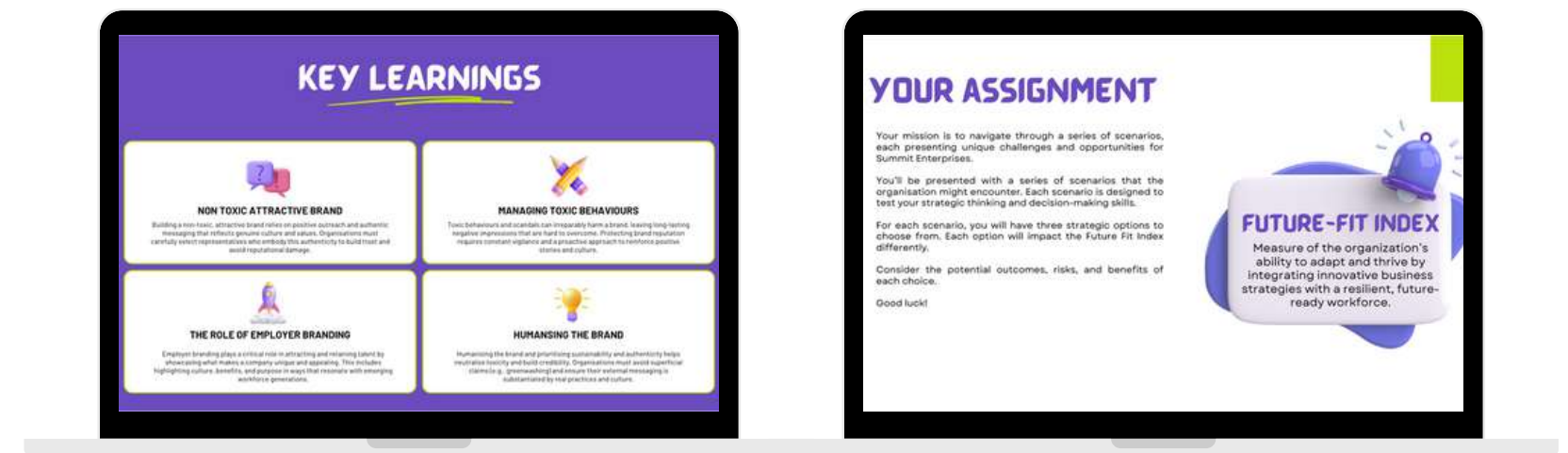
- Build psychological safety and trust while acting as culture ambassadors who model positive behaviors.
- Navigate and resolve conflicts to improve engagement, motivation, and collaboration among team members.

### Team Members

- Contribute proactively to a positive team culture by recognizing toxic vs. healthy work environments.
- Develop conflict-resolution skills and understand their shared responsibility in sustaining a high-performing culture.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by a Built-in Case Study.
- Feedback on choices and decisions made throughout the simulation.
- **Game AI Report based on choices and results**



## STRATEGIC VALUE & BUSINESS IMPACT

- **Gaining Competitive Advantage:** Organizations that prioritize workplace culture drive business success, innovation, and retain top talent.
- **Boost Engagement and Collaboration:** A thriving culture fosters employee engagement, cross-functional collaboration, and collective performance.
- **Build Sustainable, Values-Driven Workplaces:** Participants learn to recognize toxic behaviors, address challenges early, and develop the capability to lead healthy, high-performing teams.



# MIRAI: BUILDING AMAZING WORKPLACES



BUILDING AMAZING WORKPALCES

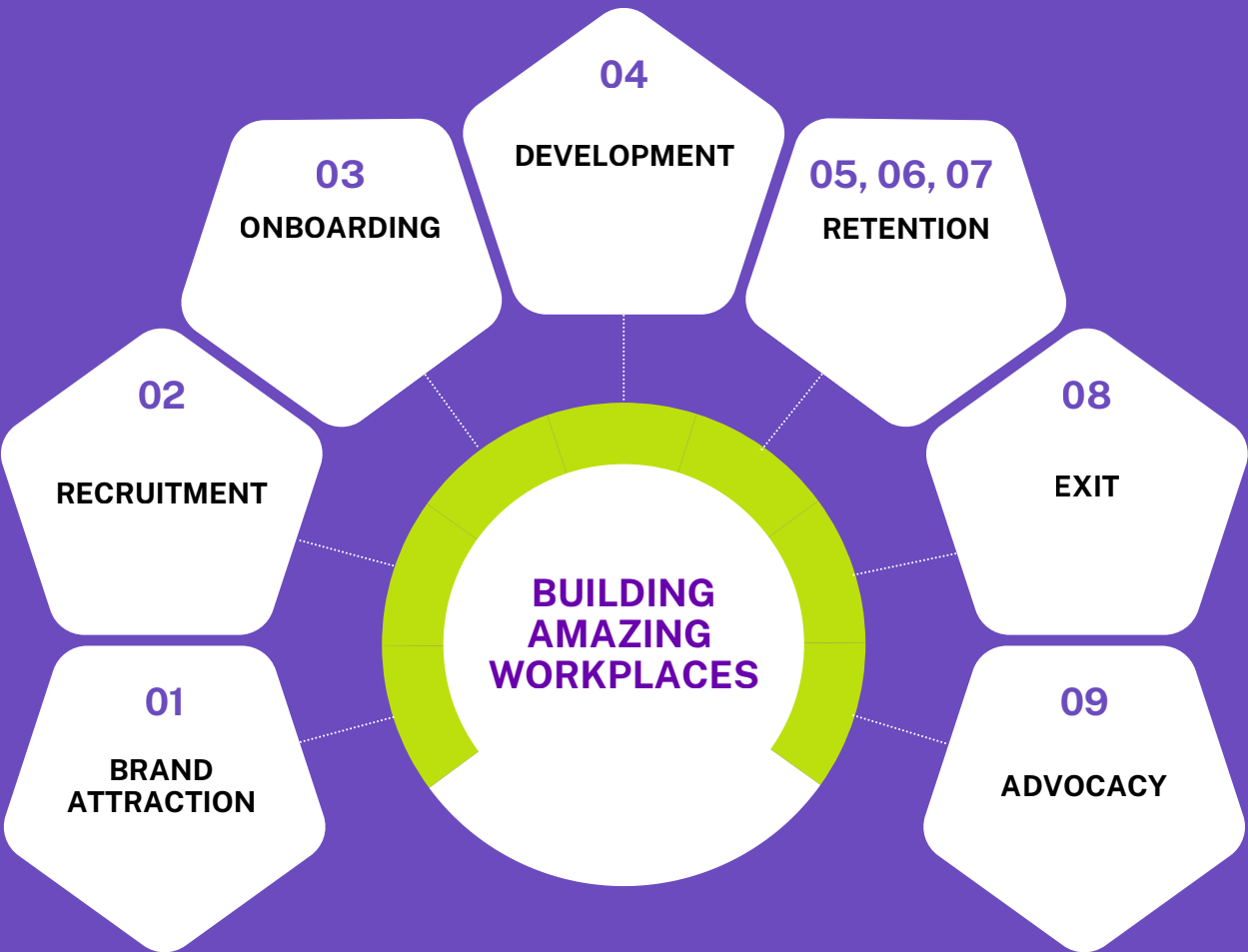
TRANSFORMING WORKPLACE CULTURE  
& EMPLOYEE EXPERIENCE

Online / F2F | 90-240 Minutes

## THE PARTICIPANT EXPERIENCE



## THE SCENARIOS





# PULSE

*CHANGE MANAGEMENT BUSINESS SIMULATION*



**PLAY NOW**



# PULSE: CHANGE MANAGEMENT BUSINESS SIMULATION



PULSE

CHANGE MANAGEMENT

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

In PULSE, participants take on the role of a change leader tasked with guiding SwiftRoute through a strategic transformation. **This immersive simulation challenges them to secure leadership buy-in, build a high-performing change team, and design a comprehensive change management plan.**

Throughout the experience, participants will face **real-world challenges such as managing resistance, clarifying roles, aligning stakeholders, addressing employee concerns, and mitigating risks.**

Each decision will have a direct impact on the success of the transformation, enabling participants to develop the skills and insights needed to lead complex change initiatives and create lasting organizational impact.



# PULSE: CHANGE MANAGEMENT BUSINESS SIMULATION



PULSE

CHANGE MANAGEMENT

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- Understand the **dynamics of organizational change** and its **psychological impact** on individuals and teams.
- Develop **strategies to mobilize stakeholders and gain their buy-in** to ensure the success of change initiatives.
- Gain **knowledge on managing resistance** and ways to foster a **culture of adaptability and resilience**.
- Learn how to **communicate effectively during transitions** by crafting clear messages that guide teams through change.
- **Strengthen decision-making skills** to balance short-term adjustments with long-term transformation goals.
- Explore **methods to measure the impact of change** and use the insights gathered to refine strategies and ensure sustainable results.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by a Built-in Case Study.
- Feedback on choices and decisions made throughout the simulation.



## STRATEGIC VALUE & BUSINESS IMPACT

- **Effective Change Leadership:** PULSE equips leaders and teams with the skills needed to navigate complex organizational change, enabling them to implement transformation initiatives with confidence and clarity.
- **Measurable Improvements:** Participants focus on achieving tangible results in key areas such as employee engagement, operational efficiency, and project success rates.
- **Sustainable Change:** By fostering a culture of adaptability, aligning change initiatives with business strategy, and building trust with stakeholders, organizations can achieve lasting impact and maintain a competitive edge in a rapidly evolving market.



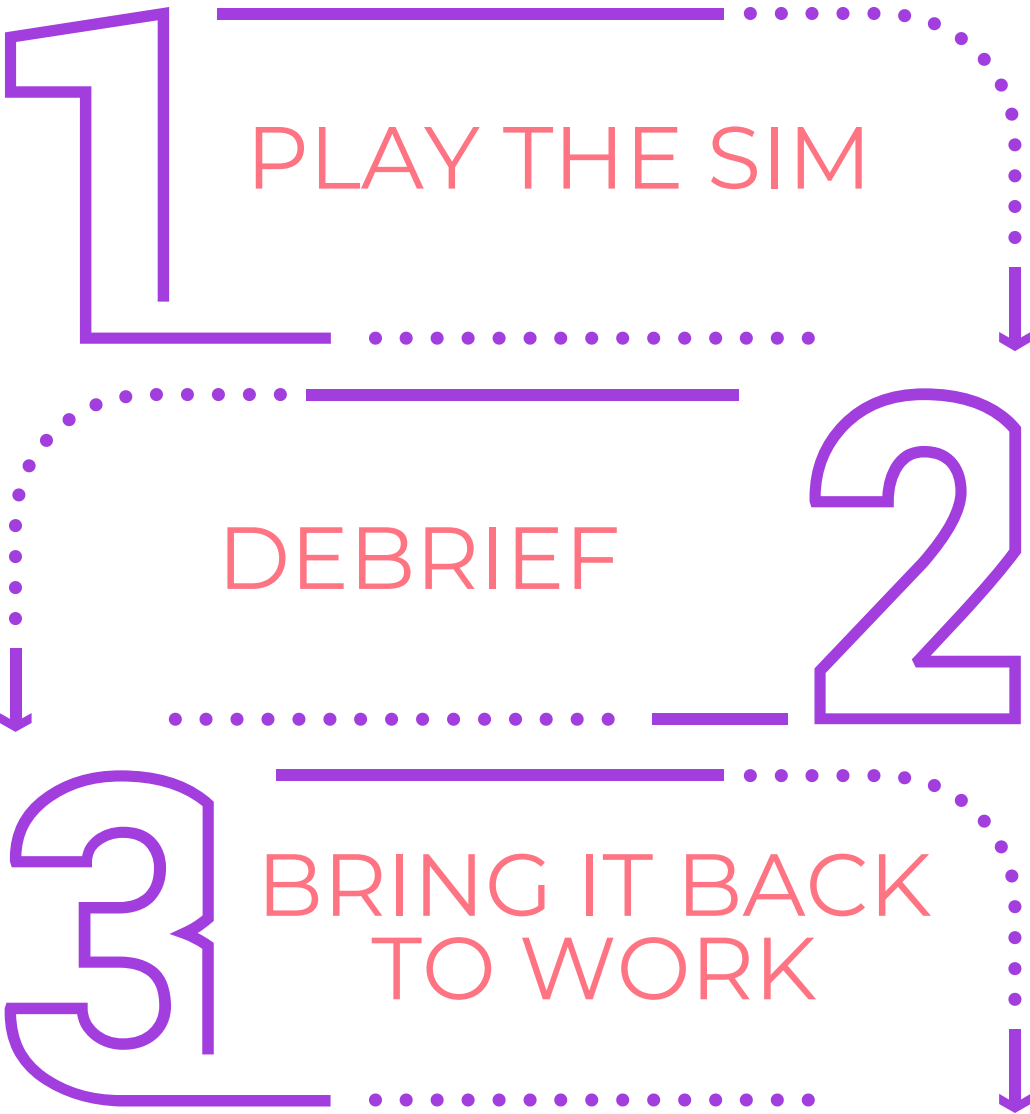
# PULSE: CHANGE MANAGEMENT BUSINESS SIMULATION



PULSE

CHANGE MANAGEMENT

Online / F2F | 90-240 Minutes



SCENARIO 1  
Building the Team

SCENARIO 2  
Building Capability for Successful Roll-Out

SCENARIO 4  
Change in Motion: Mastering Communication

SCENARIO 3  
Scoping the Change

SCENARIO 5  
Role Clarity: Responsibilities for Success

SCENARIO 6  
Strategic Pushback: Overcoming Resistance

SCENARIO 8  
Go-Live Prep: Ready, Set, Launch!

SCENARIO 7:  
Regional Delays: Beating the Clock

SCENARIO 9:  
Synergy in Action:  
Change Leader & Project Team



# ***WHAT YOU GET AT THE END OF TODAY***



After the simulation and workshop, participants get:

## **53 Evidence-Based Change Cards**

- Practical actions to diagnose, design, and drive transformation.

## **2 Proven Methods**

- Simple, repeatable approaches you can apply immediately.

## **24 High-Impact Tools**

- Frameworks and tools to support real-world change execution.





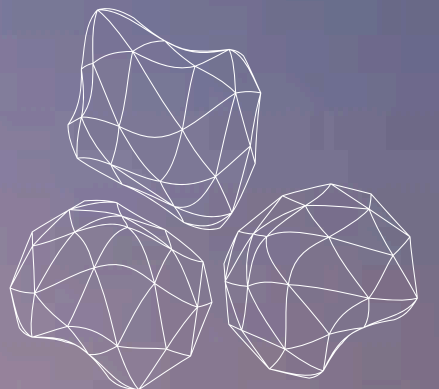


# TAGE

Tech for Advancement  
& Greater Good



**PLAY NOW**



# TAGG: Tech for Advancement and Greater Good



TAGG:

Tech for Advancement  
& Greater Good

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

Nexa Brands, a major player in its industry, is at a pivotal moment as it aims for significant growth over the next decade in an increasingly competitive landscape. As consumer preferences evolve and markets become more dynamic, **Nexa is leveraging innovation and technology to maintain its competitive edge and seize new opportunities.**

To support its growth ambitions, Nexa is focusing its efforts on three fundamental pillars: **product innovation, operational excellence, and technology serving the greater good.**

Recognizing the transformative power of technology, the company **aims to integrate digital solutions across its entire supply chain — from customer engagement to product development — not only to meet current demand but also to anticipate future trends.**



## TOPICS

DIGITAL  
TRANSFORMATION

ETHICAL  
DATA & AI

INCLUSIVE  
INNOVATION

SUSTAINABLE SUPPLY  
CHAIN

EMPOWERING  
COMMUNITIES

CHANGE  
MANAGEMENT

CIRCULAR  
ECONOMY

PRODUCT  
LIFECYCLE MGT



# TAGG: Tech for Advancement and Greater Good



TAGG:

Tech for Advancement  
& Greater Good

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- Understand how **technology can drive both business growth and positive social impact** by leveraging tools such as AI, blockchain, and IoT to foster sustainable innovation.
- Develop **digital transformation strategies that integrate ethical and social responsibility** considerations while maintaining a competitive edge.
- Gain a deep understanding of change management within organizations to cultivate a **purpose-driven culture of innovation**.
- Explore the **role of ethical data collection and use in creating transparent, fair, and socially beneficial solutions**.
- Learn how to design and implement **inclusive innovation strategies**, ensuring that technological advancements are accessible to all, including underserved communities.
- Understand how to use **technology to build sustainable supply chains**, with a focus on waste reduction, transparency, and efficiency.
- Develop an understanding of **technology-driven circular economy models** that extend product life cycles and reduce environmental impact.

## IN-GAME FEATURES & ANALYTICS

- **Team Scoring & Leaderboard.**
- Interactive Learning supported by a Built-in Case Study.
- Feedback on choices and decisions made throughout the simulation.
- **Game AI Report**



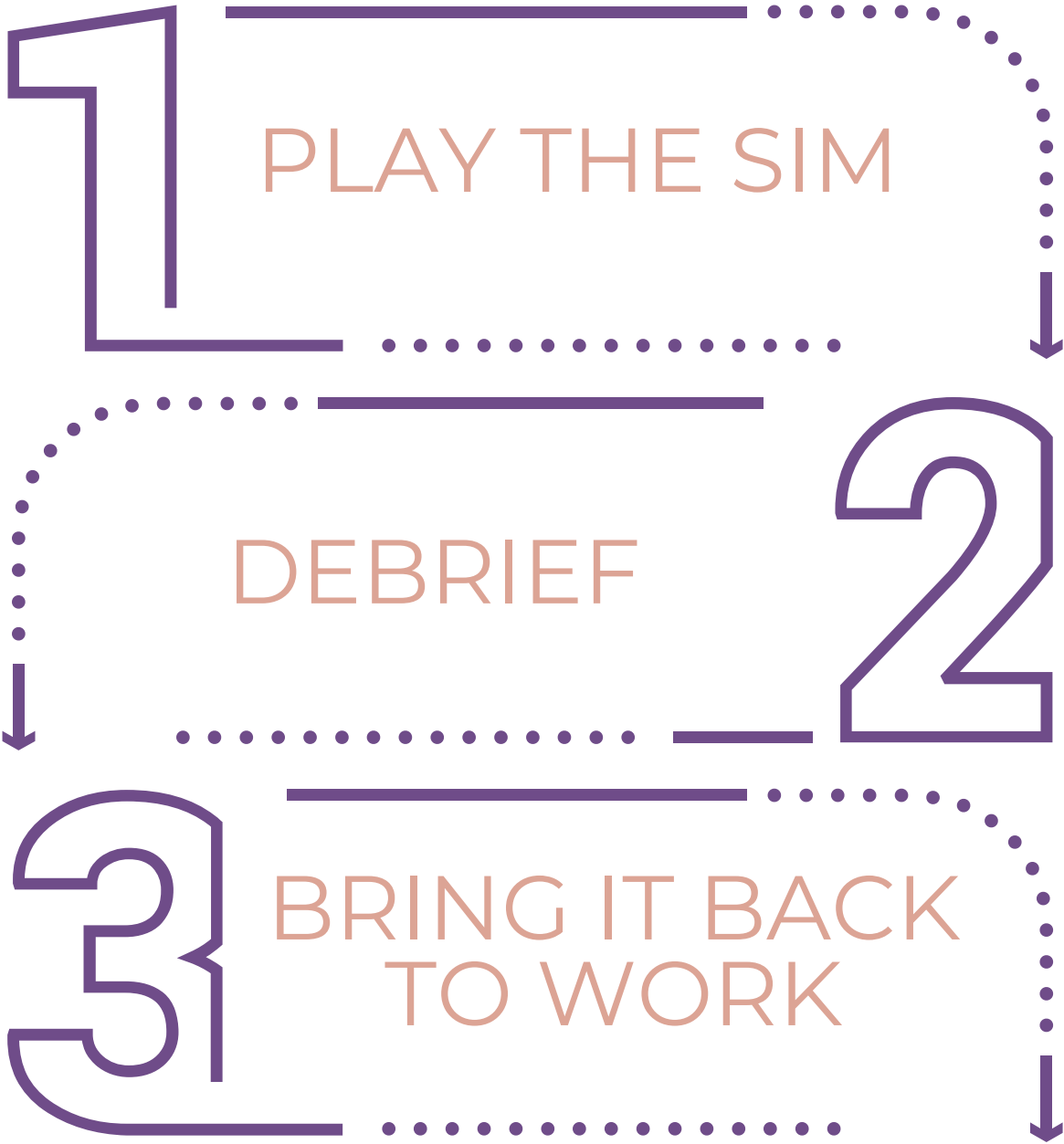
# TAGG: Tech for Advancement and Greater Good



TAGG:

Tech for Advancement  
& Greater Good

Online / F2F | 90-240 Minutes



SCENARIO 1  
Launching the Innovation Lab

SCENARIO 2  
Building a Cross-Functional Team

SCENARIO 3  
Securing Leadership Buy-In

SCENARIO 4  
Harnessing AI for Innovation

SCENARIO 5  
Innovating Sustainable Packaging

SCENARIO 6  
Enhancing Transparency with Blockchain

SCENARIO 7:  
Developing an Inclusive Product Line

SCENARIO 8  
Leveraging IoT for Efficiency

SCENARIO 9:  
Fostering Community Engagement

SCENARIO 10  
Evaluating Impact through Data Analytics





**SCENARIO 1**  
**Launching the Innovation Lab**

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**SCENARIO 10**  
**Evaluating Impact through Data Analytics**





# BRAINWAVE

Sparkling Innovation,  
Shaping Tomorrow



**PLAY NOW**





# BRAINWAVE: Sparking Innovation, Shaping Tomorrow



BRAINWAVE

DESIGN THINKING

Online / F2F | 90-240 Minutes

## ABOUT THE SIMULATION

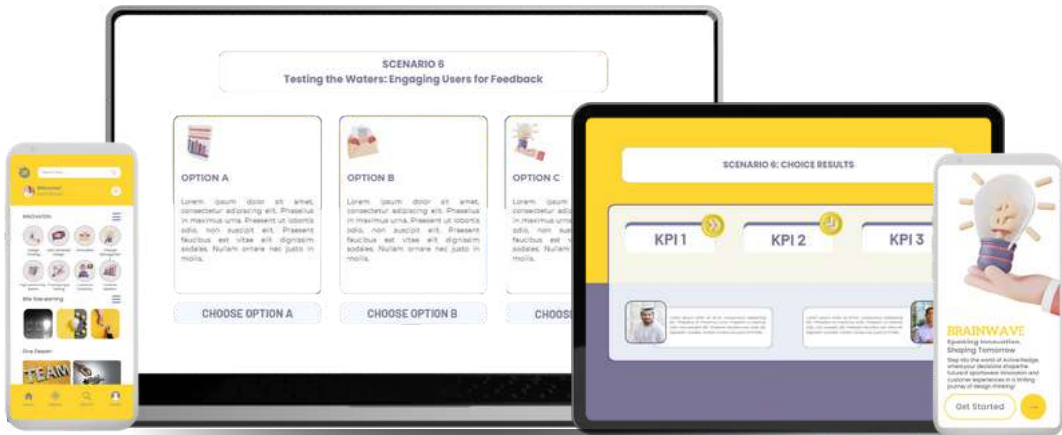
In this immersive simulation, participants step into the world of Active Wedge, an innovative sports brand that combines personalized technology with sustainable performance.

**Confronted with intensifying competition and evolving consumer expectations**, the company aims to launch a new product line that enhances the customer experience while staying true to its commitment to sustainability.

In this immersive simulation, participants will **work in teams and follow the Design Thinking process to drive innovation**. They will analyze market trends, gather user feedback, and generate creative ideas that combine functionality with environmental responsibility.

Throughout the experience, they will encounter **real-world-inspired challenges** that test their adaptability and critical thinking in a dynamic environment.

By the end of the simulation, participants will understand **how to leverage Design Thinking to design products that resonate with customers, enhance satisfaction, and strengthen competitive advantage**. They will leave with valuable insights into the interaction between technology, user experience, and sustainability, preparing them to lead effectively in a rapidly evolving market.



## TOPICS

HIGH PERFORMING  
TEAMS

INNOVATION

CUSTOMER  
CENTRICITY

USER CENTERED  
DESIGN

CHANGE  
MANAGEMENT

PROTOTYPING &  
TESTING

# BRAINWAVE: Sparking Innovation, Shaping Tomorrow



BRAINWAVE

DESIGN THINKING

Online / F2F | 90-240 Minutes

## CORE LEARNING OUTCOMES

- **Innovation:** Learn how to spark creative breakthroughs by adopting a user-centered problem-solving approach.
- **Collaborative Mindset:** Build strong team synergy through co-creation and shared ideation processes.
- **Human-Centered Approach:** Understand the importance of designing with empathy, focusing on user needs to create impactful, real-world solutions.
- **Empathy Development:** Learn how to identify and understand user needs through research and interviews.
- **Problem Definition:** Develop the ability to clearly define user challenges and craft meaningful problem statements.
- **Creative Ideation:** Learn to challenge assumptions and generate innovative solutions.
- **Prototyping:** Practice turning ideas into tangible prototypes to test their feasibility.
- **Solution Testing:** Build skills to iterate and refine solutions based on user feedback and testing.

## IN-GAME FEATURES & ANALYTICS

- Team Scoring & Leaderboard.
- Interactive Learning supported by a Built-in Case Study.
- Feedback on choices and decisions made throughout the simulation.





# BRAINWAVE: Sparking Innovation, Shaping Tomorrow



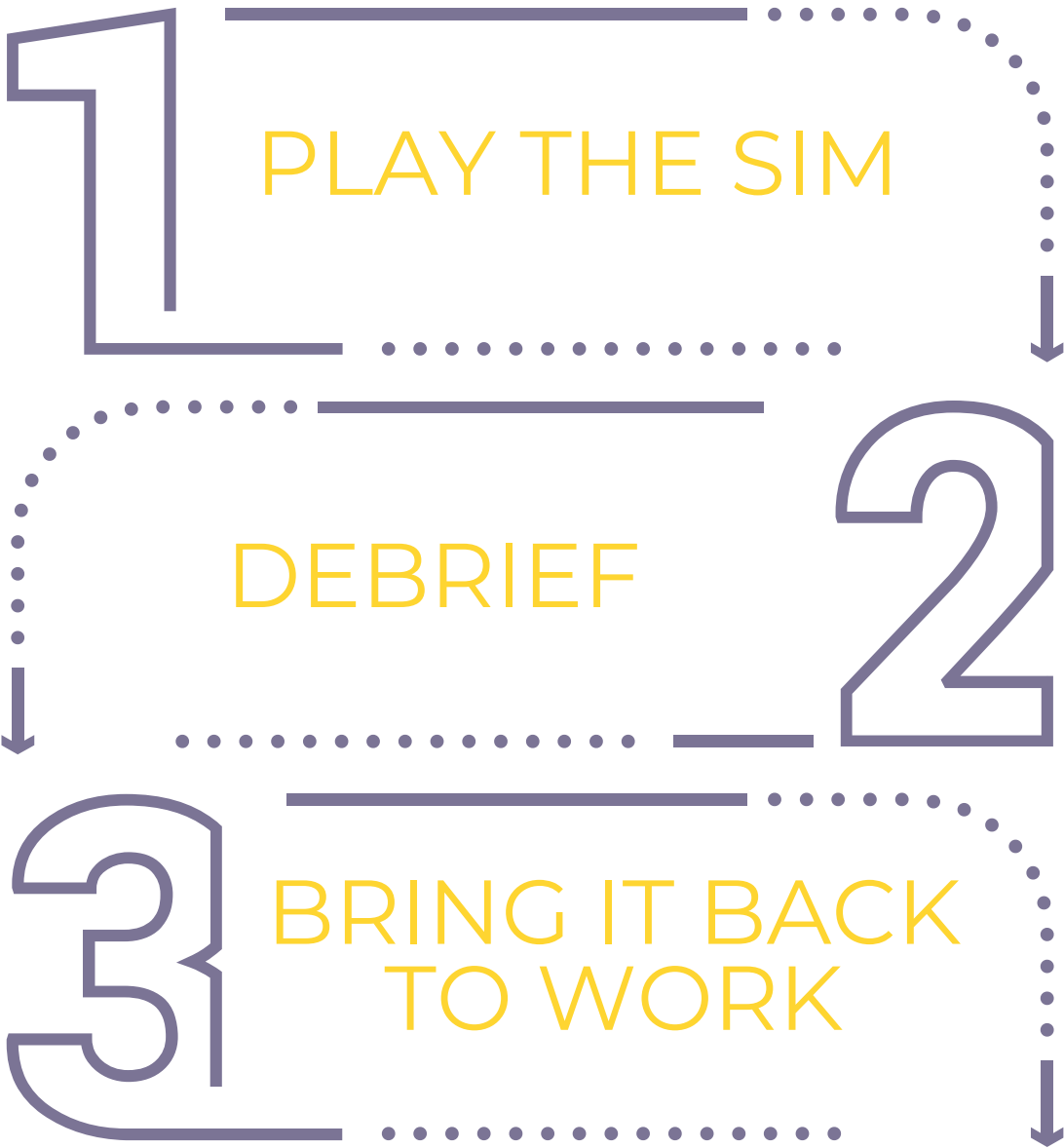
BRAINWAVE

DESIGN THINKING

Online / F2F | 90-240 Minutes

LEARNING DESIGN

SCENARIOS



SCENARIO 1  
The Journey Begins: Igniting Innovation at Active Wedge

SCENARIO 2  
Walking in Their Shoes: Discovering User Insights

SCENARIO 3  
Defining Our Path: Clarifying the Challenge Ahead

SCENARIO 4  
Unleashing Creativity: A Quest for Bold Ideas

SCENARIO 5  
Bringing Ideas to Life: The Prototype Adventure

SCENARIO 6  
Testing the Waters: Engaging Users for Feedback

SCENARIO 7:  
Refining Our Approach: The Iteration Expedition

SCENARIO 8  
Charting the Course: Navigating the Product Launch

SCENARIO 9:  
Tracking Our Impact: Measuring Success Along the Way

SCENARIO 10  
The Road Ahead: Fostering Continuous Innovation Culture

# BRAINWAVE: Sparking Innovation, Shaping Tomorrow



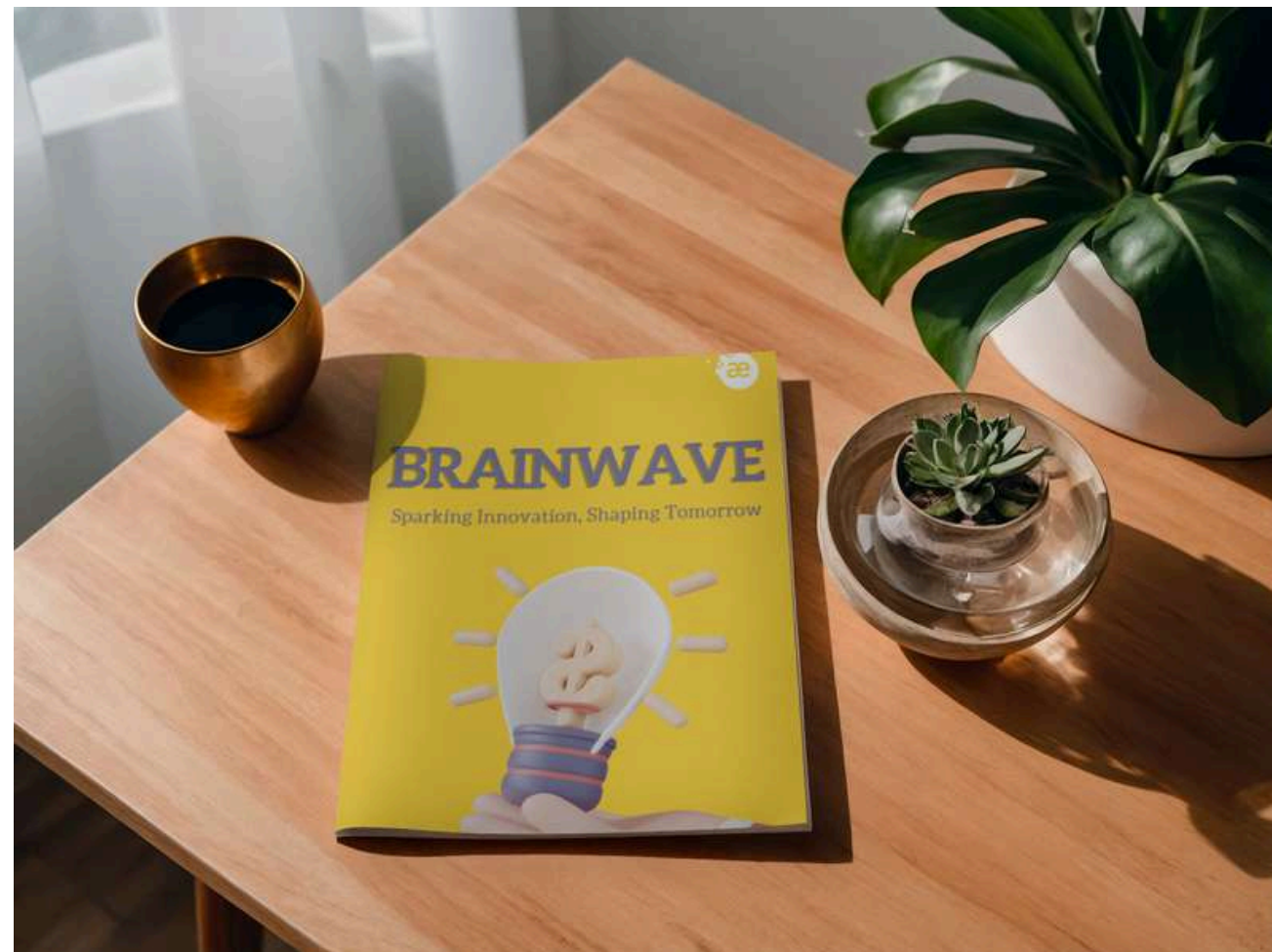
**BRAINWAVE**

**DESIGN THINKING**

**Online / F2F | 90-240 Minutes**

**TIN CARDS TAKE AWAY**

Participants get a concise booklet capturing the core guiding principles of design thinking and innovation to support continuous experimentation and creative problem-solving beyond the program back at work.



**DESIGN THINKING & INNOVATION BOOKLET**

Participants get a set of tin cards summarizing practical design thinking and innovation prompts they can use to spark ideas, reframe challenges, and drive creative conversations back at work.

- Tin Cards
- 25 Cards
- To be used at work







# GINKGO BANK LEADING DIGITAL TRANSFORMATION



**PLAY NOW**



**BEGINNING OF A  
DIGITAL ERA**

SCENARIO 1  
**BEGINNING OF A  
DIGITAL ERA**



SCENARIO 2  
**PICKING OUR  
BATTLES**

**BEGINNING OF A  
DIGITAL ERA**

SCENARIO 3  
**TALENT  
STRATEGY**

SCENARIO 4  
**DIVERSITY &  
INCLUSION**

SCENARIO 5  
**STILL NOT  
FAST ENOUGH**

SCENARIO 6  
**LAGGING  
BEHIND**

SCENARIO 7  
**TECH  
ARCHITECTURE**

SCENARIO 8  
**RAMPING UP AI  
CAPABILITIES**

SCENARIO 9  
**TAKING ON THE  
DATA CHALLENGE**

**BEGINNING OF A  
DIGITAL ERA**

SCENARIO 10  
**SUSTAINING  
THE CULTURE**



## BEGINNING OF A DIGITAL ERA

SCENARIO 1  
BEGINNING OF  
A DIGITAL ERA



SCENARIO 2



## BUILDING UP CAPABILITIES

SCENARIO 3



SCENARIO 4



SCENARIO 5



SCENARIO 6



SCENARIO 7



SCENARIO 8



SCENARIO 9



## SCALING & ADOPTION

SCENARIO 10



# BUSINESS SIMULATION #GINKGO BANK DESIGNED WITH...

**The simulation has been designed with Professor Yoshi Mitsui from NUS Business School.**

Yoshi Mitsui is an expert in digital transformation and innovation, especially in the financial sector. He is also an affiliate Faculty at the NUS Business School Executive Education since 2017.

Yoshi has worked with 40+ organisations on over 120 innovation projects. Some projects have received millions of dollars in funding, and others have spun off as new entities. To date, he has worked with and trained 2,500 innovators.

Yoshi holds advisory roles in multinational companies, charity organizations, social enterprises, and digital industry associations. He is also a mentor in several startup accelerators.

He has an MBA from the University of Melbourne and dropped out of a doctorate program to start his own business. He has completed executive program at Harvard Kennedy School, IMD and MIT.

- Professor at NUS Business School, Emeritus, Northwest Executive Education
- 10+ Innovation and incubation programs for banks and insurance industry in Middle East, Southeast Asia and Japan
- Ex Deloitte & IMD





BUSINESS SIMULATION #GINKGO BANK

# LEADING DIGITAL TRANSFORMATION IN THE BANKING INDUSTRY



**BUSINESS  
SIMULATION**



**ANALYTICS OF  
CHOICES & RESULTS**



**FACILITATED  
LEARNING & DEBRIEF**



## GINKGO BANK LEADING DIGITAL TRANSFORMATION

- Multiplayer, from 5 to 500+ participants
- For intact teams or leaders
- 2,5h to 2 day workshops
- Virtual or Face to face





**BUSINESS SIMULATION #GINKGO BANK**

# LEADING DIGITAL TRANSFORMATION IN THE BANKING INDUSTRY

## About the Simulation & Workshop

Your mission is to navigate through a series of scenarios, each presenting unique challenges and opportunities for Ginkgo bank. a regional powerhouse with a strong presence in both consumer and institutional banking. The company is facing new challenges from unexpected quarters.

Tech companies, e-commerce giants, and even retailers are launching digital-only banks. They're nimble, innovative, and unencumbered by legacy systems. To stay competitive, they need to adopt a tech-forward mindset while navigating our regulatory environment.

## How does it works?

You'll be presented with a series of scenarios that Ginkgo Bank might encounter in its digital transformation journey. Each scenario is designed to test your strategic thinking and decision-making skills.

## Choose Wisely

For each scenario, you will have three strategic options to choose from. Each option will impact Ginkgo Bank's predictability of success differently. Consider the potential outcomes, risks, and benefits of each choice.

**Ready to lead Ginkgo Bank into the future? Let's get started and see how your strategic choices can shape the bank's success in the digital era. Good luck, and let the adventure begin!**

## GINKGO BANK LEADING DIGITAL TRANSFORMATION

- Multiplayer, from 5 to 500+ participants
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BUSINESS SIMULATION #GINKGO BANK

# LEADING DIGITAL TRANSFORMATION IN THE BANKING INDUSTRY



## GINKGO BANK LEADING DIGITAL TRANSFORMATION

- Multiplayer, from 5 to 500+ participants
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BUSINESS SIMULATION #GINKGO BANK

# LEADING DIGITAL TRANSFORMATION IN THE BANKING INDUSTRY

We run an engaging workshop that starts with a simulation followed by a debrief to explore key insights.

Participants then apply their learnings in a business application session, tackling real problem statements from their own organizations on the spot. This hands-on approach ensures immediate relevance and actionable outcomes!

- 2h to 1-day workshop
- Virtual or Face to face
- Multiplayer, from 5 to 500+ participants

STANDARD WORKSHOP (CUSTOMIZABLE)	
	Welcome & Setting the scene
	Introduction
	Play the business simulation
	Debrief & Learning from the sim'
	Business application workshop to bring it back to work
	Wrap-up & Next Steps!

## GINKGO BANK LEADING DIGITAL TRANSFORMATION

- Multiplayer, from 5 to 500+ participants
- For intact teams or leaders
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