

#BUSINESS SIMULATION

BUILDING AMAZING WORKPLACES!





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Workplace Success for competitive edge!

In a world where talent is the ultimate differentiator, creating an amazing workplace is no longer optional — it's a necessity.

Organizations that prioritize workplace culture see tangible business success, enhanced innovation, and happier employees who stay longer and perform better.

Drive Business Growth

Amazing workplaces fuel business success by fostering alignment, innovation, and agility. A positive culture connects purpose to performance, making growth a shared mission.

Attract and Retain Top Talent

A thriving workplace is a magnet for high-performing talent. People want to work where they feel valued, supported, and inspired to make an impact.

Boost Employee Engagement

Engaged employees bring passion and energy to their roles, leading to higher productivity and better results. Amazing workplaces keep employees emotionally invested in their work.

Foster Collaboration and Teamwork

A great workplace breaks down silos and encourages cross-functional collaboration. Teams work smarter and faster, achieving goals that individual efforts alone cannot.

Build Long-Term Loyalty

When employees thrive, so do companies. Amazing workplaces cultivate loyalty by investing in their people, creating ambassadors who champion the brand.

Creating an amazing workplace is not just about perks or policies — it's about building a culture where people and business thrive together.

Companies that prioritize workplace excellence see higher performance, stronger loyalty, and greater adaptability to future challenges.

In today's fast-evolving world, the best workplaces aren't just surviving—they're leading the way.

The question is, will your organization be one of them?





About the Sim'



**BUSINESS
SIMULATION**



**ANALYTICS OF
CHOICES & RESULTS**



**FACILITATED
LEARNING & DEBRIEF**



STORYTELLING & CONTEXT

Welcome to our immersive business simulation, where you will navigate the essential stages of building a great workplace, making strategic choices that influence talent attraction, team dynamics, and overall organizational culture.

Imagine embarking on a journey through the lifecycle of an exceptional workplace, where every step, from attracting the right talent to transforming employees into advocates, builds a thriving culture.

Starting with Brand Attraction, you'll learn to craft a magnetic presence that resonates with potential hires, moving into Recruitment strategies that secure the right people for the right roles.

From there, the Onboarding experience sets the tone for engagement and belonging, leading seamlessly into Team Building and Psychological Safety—cornerstones of trust and high performance.

The journey continues with Development, empowering growth through meaningful learning opportunities, and Retention strategies to keep valuable talent inspired and committed.

As the cycle naturally comes to a close, Exit strategies maintain dignity and respect, creating space for Advocacy, where former team members become ambassadors for your brand.

Together, these steps transform workplaces into dynamic environments where people feel valued, grow, and ultimately, champion the culture.

Designed with experts!

Developed in collaboration with Michael Jenkins, a renowned expert in leadership and workplace transformation, the Building Amazing Workplaces simulation equips leaders and organizations with the skills to thrive in today's dynamic and people-centric environments.

Michael's extensive expertise, combined with a commitment to innovative learning approaches, delivers a unique, immersive experience. Participants gain the tools to foster exceptional workplace cultures, drive collaboration, and make impactful, real-world decisions that elevate team performance.

About Expert Humans

Michael Jenkins, born and raised in Malaysia, graduated from Durham University in Chinese and pursued postgraduate studies in Japanese language, politics, and economics at Nanzan University, supported by a Rotary Foundation scholarship.

He began his career at Toyota Motor Corporation as a motor analyst in the Overseas Planning Department before returning to the UK to direct the Foreign Languages Centre at the University of Bath, where he launched the UK's first PG Diploma in Japanese/English Interpreting and Translation.

After roles at INSEAD in France and Singapore, Michael became Managing Director of the Center for Creative Leadership Asia Pacific and later CEO of Roffey Park Institute in the UK. In 2018, as CEO of the Human Capital Leadership Institute (HCLI) in Singapore, he developed a model integrating Emotional Intelligence and Artificial Intelligence to explore what makes workplaces thrive.

A published author, regular conference speaker, and recipient of the UK's HR Magazine's Most Influential Thinker award in 2013 and 2016, Michael co-founded Expert Humans in 2020 to focus on humanising workplaces and leadership development in a disrupted world.

He is also a Partner with The Future Work Forum and a Founding Partner in SusteneriGroup.





Learning Outcomes

Learning Design

1. Play the Sim

Dive into an engaging and interactive simulation that and collaborate with your team to tackle real-world challenges and explore innovative solutions.

2. Learn in Debrief

After the simulation, participate in a comprehensive debrief. You'll reflect on your experiences, deepen your understanding of key concepts, and discuss insights gained during the game.

3. Bring It Back to Work

Equip yourself with actionable strategies and knowledge to implement in your workplace. Leverage what you've learned to enhance your team's performance and drive meaningful change.



Expected Outcomes

C-Suite Learning Outcomes

- Understand the direct impact of leadership decisions on organizational culture and performance.
- Learn strategies to align workplace culture with business objectives for sustainable growth.
- Gain insights into identifying and eliminating toxic behaviors that undermine team cohesion.
- Develop a framework for leading large-scale culture transformation initiatives.

Team Leaders Learning Outcomes

- Acquire tools to foster psychological safety and build trust within teams.
- Learn how to act as culture ambassadors, modeling positive behaviors and values.
- Understand how to navigate and resolve conflicts that can damage team dynamics.
- Gain practical strategies for improving engagement, motivation, and collaboration among team members.

Team Members Learning Outcomes

- Recognize the signs of toxic versus healthy work environments and their impact on daily tasks.
- Learn how to contribute proactively to a positive team culture.
- Develop conflict-resolution skills to maintain harmony and productivity within the team.
- Understand the value of shared responsibility in building and sustaining a high-performing culture.



Gameplay

The Participant Journey & Scenarios

Summit Enterprises is a well-established company with a long history in the industry, but it now faces significant challenges. In recent years, digital transformation has rapidly reshaped the business landscape, and new, tech-savvy competitors are emerging, offering innovative solutions and faster customer service.

While Summit has remained a key player, its growth has stagnated, and it is struggling to keep pace with the shifting market demands. The company's traditional ways of operating, from talent attraction to retention, are no longer sufficient in the face of these challenges. Employee turnover has increased, with many citing a lack of digital tools, development opportunities, and engagement as reasons for leaving.

Summit Enterprises recognizes that to stay competitive and drive business growth, it must reshape its culture to align with the demands of the digital age and evolving market conditions.

As part of the leadership team, you will have the opportunity to play a pivotal role in transforming Summit's workplace environment and employee experience.

Through a series of stages, from recruitment to team dynamics and development, you will have the chance to influence how the company engages its people, ensuring that Summit's culture becomes a key driver of its future success.





Use Cases

What's Unique About It



- Engaging, fun, and highly interactive
- Simplifies the complexities of Workplace Culture
- Bridges the gap between theory and real-world practice

Implementation Options

From team offsite to leadership development program, executive education, or enterprise roll-out, the simulation is the perfect solution to make it engaging and impactful!



Virtual or F2F
Workshops



Executive Education
Seminars



Leadership
Development Program



Enterprise
Roll Out

Logistics

- Multiplayer gameplay
- 5 to 500+ participants
- 90min to Full Day
- Debrief customized to client
- Industry-agnostic

Target Audience

- C-Suite and Executives
- Senior Leaders
- Middle Managers and Employees



About Aeqlia™

Aeqlia: Your Partner in Future-Ready Leadership

Aeqlia is a pioneering next-gen learning platform that leverages the power of immersive simulations to equip leaders and teams with the skills they need to succeed in today's complex and rapidly changing business landscape. Our tailored solutions, designed specifically for the unique needs of organizations in the Asian and META markets, empower individuals to develop the critical thinking, problem-solving, and decision-making skills essential for driving innovation and achieving business goals.

By immersing learners in realistic scenarios, Aeqlia's simulations foster a deeper understanding of complex issues, enhance collaboration, and build resilience. Our focus on practical application ensures that participants gain actionable insights and are able to apply their learning to real-world challenges.

Trusted by Hundreds of Companies and Partners Globally

200+

partners & resellers globally

15+

business simulations, and growing

40K+

learners in the last 3 years

6

academies focused on future-proofing organisations



Get in touch



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