



#DNA

FUTURE-READY ORGANIZATIONS

A composite image showing three digital devices: a smartphone, a tablet, and a laptop, all displaying the #DNA Future-Ready Organizations platform. The platform features a blue background with the title 'DNA' and 'FUTURE-READY ORGANIZATIONS' in large white letters, and a 'PLAY NOW' button. The smartphone screen also shows a navigation menu with 'BUSINESS SIMULATIONS', 'ACADEMIES', and 'BITE SIZE LEARNING' sections.

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.



Explore the Possibilities

Future Ready Organizations

3

The Simulation

Storytelling 4

Research-Backed Design 5

Learning Design and Expected Outcomes 6

Gameplay 7

In-Game Features and Participants Takeaways 8

Use Cases 9

About Aeqlia

10

Future-Readiness as a Competitive Advantage

Disruption is no longer occasional - it's continuous.

AI is accelerating change across industries. Customer expectations are rising. Talent priorities are shifting. And volatility - economic, technological, geopolitical - is reshaping how organisations plan and execute.

What separates high-performing organisations isn't just strategy. It's their ability to **adapt quickly, align under pressure, and perform through uncertainty**.

Yet many organisations struggle to build this capability at scale.

Transformation initiatives are launched, new programmes are rolled out - but execution often stalls when priorities shift, trade-offs surface, or teams struggle to align across functions.

Future-readiness requires more than intent. It requires leaders and teams to develop the **mindsets, behaviours, and decision-making skills to operate confidently in complexity**.

Future-ready organisations aren't defined by the tools they adopt - but by how fast they can learn, respond, and evolve.

When readiness becomes a core capability, organisations move faster with clarity, make better decisions under pressure, and build resilience into everyday execution.

The question is: **Is your organisation building readiness - or reacting to reality?**

Business Impact

Strategic Agility at Scale

Strengthen the organisation's ability to shift priorities quickly while maintaining clarity and momentum.

Stronger Decision-Making Under Uncertainty

Build confidence in making trade-offs, navigating ambiguity, and responding to incomplete information.

Faster Transformation Execution

Improve alignment across teams so transformation moves from planning to coordinated action.

Higher Organisational Resilience

Equip leaders and teams to sustain performance through disruption, complexity, and pressure.

Cross-Functional Alignment

Break silos and strengthen collaboration so strategy and execution stay connected.



About the Simulation



BUSINESS
SIMULATION



ANALYTICS OF
CHOICES & RESULTS



FACILITATED
LEARNING & DEBRIEF



STORYTELLING & CONTEXT

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.



Designed with Rigor. Built for Real-World Complexity

#DNA is designed to reflect the realities of building and leading organisations through disruption - where information is incomplete, priorities shift quickly, and leadership teams must make high-stakes trade-offs under pressure.

The simulation is grounded in **research-informed future-readiness principles** and draws inspiration from globally recognised thought leadership, including **IMD's Center for Future Readiness** - a leading centre focused on helping organisations assess and strengthen readiness capabilities in a fast-changing world.

Rather than teaching future-readiness as theory, **#DNA** translates it into **practical decision environments** where leaders and teams experience how readiness is built - through action, alignment, strategic choices, and execution.

Design Principles:

- ✓ **Future-readiness as capability, not theory**
Focuses on strengthening how teams think, decide, and act when conditions shift - not just what they know.
- ✓ **Real-world trade-offs and constraints**
Simulates ambiguity, competing priorities, resource limits, stakeholder tension, and long-term consequences.
- ✓ **Decision-making under uncertainty**
Challenges leaders to make calls with incomplete information, balancing speed, risk, and alignment.
- ✓ **Cross-functional alignment under pressure**
Creates the conditions where silos show up, coordination becomes essential, and execution requires shared clarity.
- ✓ **Reflection that translates to action**
A structured debrief helps teams connect simulation outcomes to what must change in day-to-day ways of working.



Learning Design

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



- **Strengthen External Awareness:** Detect early shifts in customers, competitors, markets, and technology trends.
- **Accelerate Digital Readiness:** Understand how emerging tech reshapes value creation, work, and operating models.
- **Boost Innovation Capability:** Challenge assumptions, validate ideas faster, and build confidence in experimentation.
- **Increase Organisational Agility:** Enable faster prioritisation, smarter decisions, and flexible structures in ambiguity.
- **Strengthen Execution Alignment:** Build decision flows and ways of working that drive speed without losing alignment.
- **Develop Future-Ready Talent & Leadership:** Build leadership mindsets for adaptability, performance, and change ownership.
- **Embed Sustainability & Purpose:** Balance financial outcomes with social impact and long-term environmental priorities.
- **Enhance Organisational Resilience:** Absorb shocks, maintain performance, and rebound stronger through disruption.

Gameplay

The Participant Journey & Scenarios

In #DNA, participants step into the role of a leadership team responsible for shaping a company's future-readiness - while navigating disruption, uncertainty, and competing priorities.

Across a sequence of interconnected scenarios, teams will face **real-world organisational challenges**: setting direction under pressure, deciding how bold innovation should be, strengthening customer value, building the right capabilities and talent, accelerating digital and AI adoption, and embedding sustainability into business decisions.

As the simulation progresses, participants experience how future-ready organisations are built - not through isolated initiatives, but through the **cumulative impact of choices, trade-offs, and cross-functional alignment**. Teams will practise making decisions with incomplete information, managing stakeholder tension, and designing ways of working that enable speed without losing cohesion.

By the end of the simulation, participants will leave with **sharper insight into what drives readiness, resilience, and sustained performance** - and a clearer view of the capabilities required to lead and deliver transformation at scale.

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

In-Game Features



Score & Leaderboard



Game AI Report



Built-In Case Study



Interactive Decision

The #DNA business simulations is designed to be an **interactive learning experience that blends game dynamics, real-world decision-making, and AI-powered reports** to turn every training session into measurable insight and performance.

- 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

Participant Takeaways



#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.

- 25 Tin Cards
- To be used at work

Use Cases

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-Ready 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.

Implementation Options



Virtual or F2F Workshops



Executive Education Seminars



Leadership Development Program



Enterprise Roll Out

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.

About Aeqlia™

Aeqlia: Your Partner in Future-Ready Leadership

Aeqlia is an EdTech company **redefining** leadership development, executive education and team development. We help organizations build **future-ready leaders and high-performing teams** by combining immersive business simulations, AI-driven analytics and experiential learning to create measurable outcomes.

More than training, we partner with companies to **embed new capabilities** so leaders and teams can adapt faster, collaborate smarter and perform better in a rapidly changing world.

Trusted by global corporations and leading executive-education institutions across **Asia, the Middle East** and Europe, Aeqlia bridges the gap between strategy, learning and culture to shape the organizations of tomorrow.

Trusted by Hundreds of Companies and Partners Globally

300+

partners & facilitators globally

15+

business simulations, and growing

250K+

learners in the last 4 years

5

academies focused on future-proofing organisations





Get in touch



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