



#BUSINESS SIMULATION

BUILDING AMAZING WORKPLACES



WELCOME

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.

As new competitors rise with agile teams and forward-thinking cultures, Summit's leadership recognizes the need to build a more innovative and dynamic workplace to stay competitive and fuel business growth.





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Workplace Success for Organisations

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

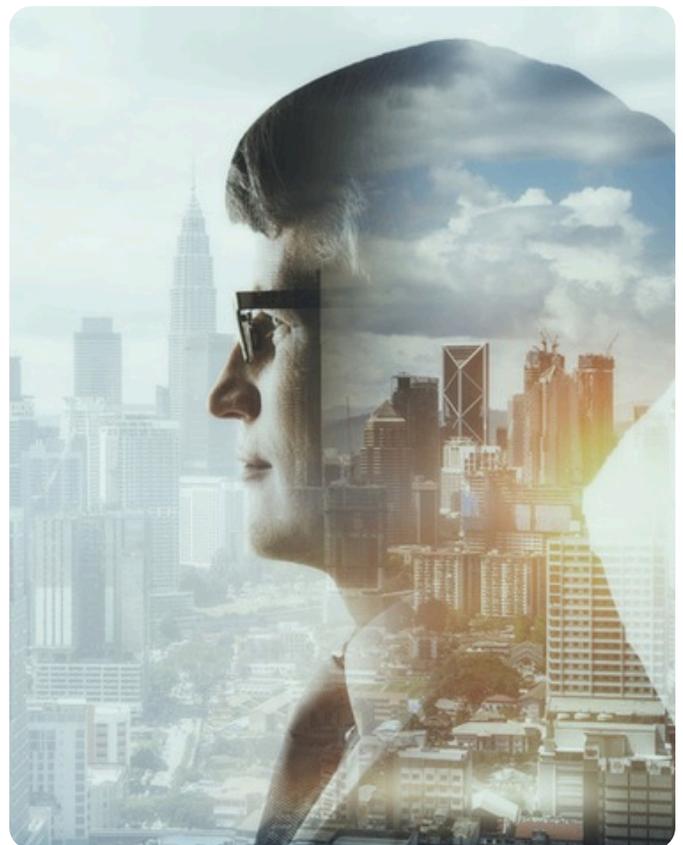
When employees thrive, so do companies. Amazing workplaces cultivate loyalty by investing in their people, creating ambassadors who champion the brand.

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 Simulation



**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 by Experts

Developed in collaboration with Michael Jenkins, a renowned expert and author 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 Michael Jenkins

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.



Inspired by the Book!

This business simulation is built on the provocative insights and core themes of *Toxic Humans: Combatting Poisonous Leadership in Boards and Organisations*. Drawing from Michael Jenkins' research, interviews, and real-life examples of toxic behaviours in leadership and organizational settings, the simulation challenges participants to step into complex boardroom and team scenarios where culture, power, and performance collide. Through immersive role-play and decision-making under pressure, participants experience the subtle (and not-so-subtle) ways toxicity emerges - and how it can be addressed or prevented.

Who is it for?

This simulation is designed for senior leaders, HR professionals, board members, and anyone involved in shaping culture, governance, or organizational health. It's especially valuable for leadership development programs, executive retreats, or DEI and culture transformation initiatives. Whether you're working in a multinational, a government agency, or a scaling startup, this experience provides a safe space to explore uncomfortable realities—and learn how to lead with integrity and courage.

Why the business simulation?

The book *Toxic Humans* was written to shine a light on the hidden behaviours that corrode psychological safety, trust, and performance from within. This simulation brings those insights to life—helping organizations move beyond awareness to action. Participants walk away with a clearer understanding of how toxic dynamics manifest, how to recognise early warning signs, and what it takes to build a healthy, values-driven workplace. It's not just about spotting the problem - it's about building the capability to lead better, together.

**T O X I C
H U M A N S**



Combatting Poisonous Leadership in Boards and Organisations

**MICHAEL
JENKINS**

AUTHOR OF **EXPERT HUMANS**



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

C-Suite, Board & HR Leaders

- 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

- 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

- 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.



Key Challenges MIRAI Solves

MIRAI addresses the critical leadership and culture gaps that limit performance, alignment, and employee experience.



When “Good Enough” Just isn’t Good Enough

- A culture deemed “Good Enough” will not be sufficient for future business success
- Building on what’s working well and being honest enough to call out and address what is failing to add value, will shape the successful organizations of the future
- Acknowledging the existence of micro-cultures - and the need to address them - will help to build organizational resilience



The Human Advantage when Technical Expertise is Commoditised

- Increasingly, the human factor will be a key differentiator to winning at work, especially in the world of consulting
- Creating organizations where belonging is nurtured and systemic toxicity is managed well, will be essential
- Such an approach will positively impact the quality of client relationships too



Addressing Friction Means Taking Decisive Action

- Building amazing workplaces involves addressing head-on, the friction caused by sub-optimal structures, outdated processes and redundant policies that ignore the need for human-centricity
- It also requires us to be alive to both the obvious and not-so-obvious changes to the psychological contract
- Acting too late can have dire consequences

Use Cases

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.

Implementation Options



Virtual or F2F
Workshops



Executive Education
Seminars



Leadership
Development Program



Enterprise
Roll Out

Gameplay & Logistics

- Multiplayer, from 5 to 500+ participants
- 90min to 4h Workshop
- Delivered virtually or face-to-face
- Debrief and insights fully customized to client context and learning goals

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

Target Audience

- **C-Suite & Board Members** driving culture, governance, and organizational health, and shaping future-ready workplaces.
- **Senior Leaders and HR Professionals** responsible for leading culture transformation, DEI initiatives, and employee engagement strategies.
- **Middle Managers and Employees** looking to strengthen skills in building high-trust teams, fostering psychological safety, and driving meaningful workplace change.

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

13+

business simulations, and growing

40K+

learners in the last 4 years

5

academies focused on future-proofing organisations





Get in touch



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