



# Virtual Leadership Program

Virtual Leader is a business-skills computer simulation currently being used by Fortune 500 companies and leading business schools as practice-ware for "rapid, significant and sustained performance improvement and business results."

This award winning program enables managers and students to become immediately more effective and productive in leading teams and working with others. With the Virtual Leader program, your managers can:

- Benchmark - their leadership styles
- Assess - their leadership skills, styles and strategies and tactics
- Practice and Learn - new skills and behaviors until they become intuitive

## Leadership Skills

- Decision Making aligned with Business Goals
- Effective Communication
- Innovation - Foster Creativity
- Active Listening
- Team Building for Productivity
- Influencing Group Dynamics
- Situational Awareness
- Motivation, Persuasion - "win the hearts & minds"
- Execution

## Leadership Strategies

- Gain and use personal influence
- Empower and motivate others
- Foster creativity to generate new ideas
- Focus the team on the right work
- Raise/lower tension to productive levels
- Execute work aligned with your goals

## Leadership Styles

- Directive - assertive/dominating
- Participative - engaged/collaborative
- Delegative - laissez-faire/passive



Virtual Leader has measured significant performance improvement in these key areas:

## Increased Positive Behaviors

1. Thought Expressed - assertive; openly express ideas
2. Equality Seeking - treat others as equals
3. Leading Others - with personal influence
4. Encouraging - working toward helping others do better
5. Collaborate - persuading others towards cooperative efforts
6. Achievement Seeking - creating achievements
7. Responsive - expresses positive energy towards tasks

Features follow up WebEx sessions to further support the learning.

**PDU Credits:** 12

## Reduced Negative Behaviors

1. Intimidating - dictates with a superior attitude
2. Revenge Seeking - gets even; quick to retaliate
3. Critical - tries to control others by using criticism
4. Self-centered - expects favors; does not return favors
5. Detached - avoids interaction with others
6. Insensitive - acts as if they cannot relate to others
7. Action Suppressed - avoids ordinary work

## Agenda:

### 9:00 - 9:30 - Introductions

Review the specific leadership, business and performance challenges at your organization today. Specific competencies your organization culturally values.

Virtual Leader Overview

- Program Benefits
- Key Skills & Competencies Developed
- Accelerated Learning & Performance Improvement
- Fortune 100 Case Study - Proven Results

### 9:30 - 10:15 - Virtual Leader Simulation - Leadership Fundamentals

- Interactive Guide; individual use of the computer  
Virtual Leader Simulation - Learning the Principles
- Learn how to navigate the simulation and apply the Leadership Principles
- Online Q&A to ensure you are ready for the next section

### 10:30 - 12:00 - Virtual Leader Simulation - Applying the Principles

- Scenario One - One-on-One
- Review scores and successful strategies
- Detailed review of the metrics and key learning points
- Complete workbook exercises
- Group discussion (**end of half day session**)

12:00 - 1:00 - Lunch

### 1:00 - 2:30 - Virtual Leader Simulation - Scenario Two

- Team play and competition
- Review scores and successful strategies
- Complete workbook exercises
- Review key learning points
- Group discussion
- Application to your workplace

### 2:45 - 4:15 - Virtual Leader Simulation - Scenario Three

- Team play and competition
- Review scores and successful strategies
- Complete workbook exercises
- Review key learning points
- Group discussion
- Application to your workplace

### 4:30 - 5:00 - Program Review - question and answer session

- Discussion of new awareness
- Discussion of new skills, strategies & styles
- Resources and support materials for ongoing, self-paced learning
- Ways to deploy and implement Virtual Leader at your organization
- Set expectations for using the simulation an additional 3+ hours for ongoing reinforcement

Offered in half day or full day sessions