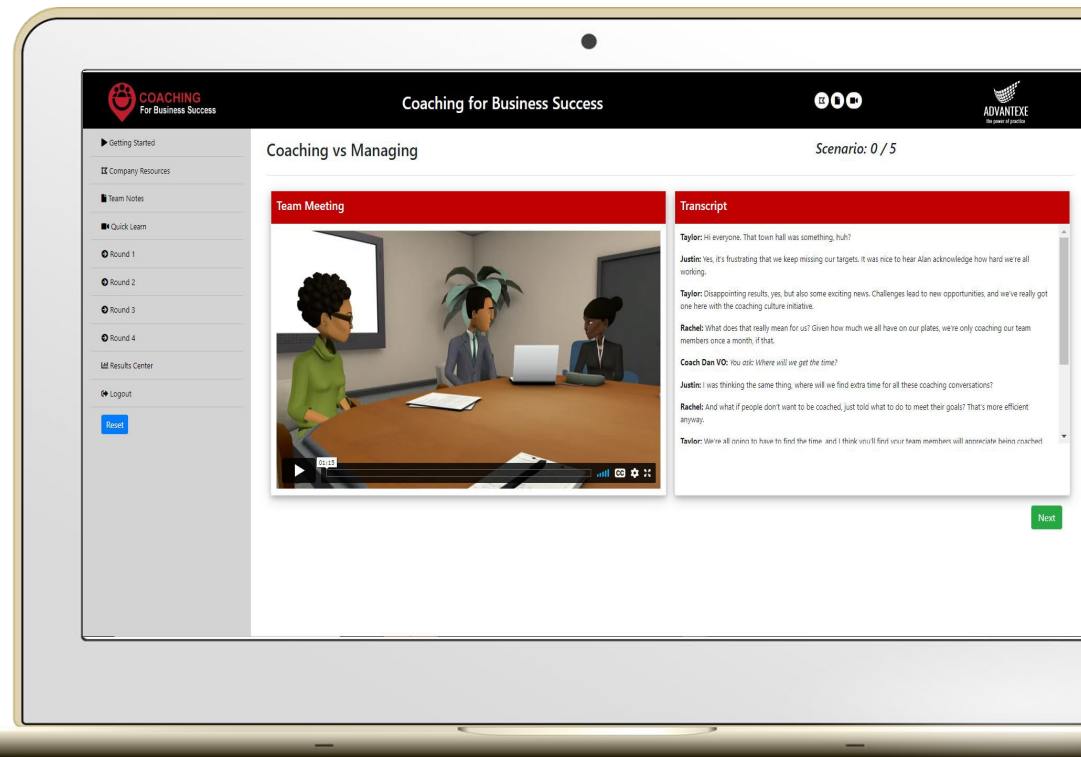


## An interactive, digital business simulation that helps build the skills needed to drive engagement and performance through effective coaching

According to [Gallup](#), coaching in the workplace is a necessity to engage and retain today's workforce. And a recent study found that **54 percent** of companies with a strong coaching culture are classified as high-performing organizations, compared with only 29 percent of those without a strong coaching culture.

Advantexe's **Coaching for Business Success™** is a digital business simulation in which participants have the chance to practice their coaching skills applying the GROW coaching model (Goal, Reality, Options, Way Forward).

The simulation presents engaging, realistic scenarios to help build coaching skills and confidence in a risk-free learning environment.



## How it Works

Participants take on the role of a mid-level manager at ABC Inc. who is leading a team of individual contributors. ABC's goal is to build a coaching culture to better engage employees and drive business results. The storyline unfolds over several simulated months as participants make decisions to become a more effective coach to team members, peers, and managers.

### Simulation Decision Focus

Key simulation decisions include:

- Assessing Your Team's Performance Level
- Deciding on a Coaching Cadence
- Preparing to Coach
- Coaching a Mid-level Performer
- Coaching a High-level Performer
- Coaching a Low-level Performer
- Remote Coaching Best Practices
- Building Trust to Coach
- Peer Coaching
- Coaching Up

## Learning Focus & Audience

### The Coaching for Business Success™

Simulation is designed for people leaders at any level who can benefit from the opportunity to enhance their developmental coaching skills.

Advantexe can provide our clients with competency results by team or individual user (depending on how the simulation is completed) for insight into strengths and areas for development. Our analytics data center can also produce overall aggregate scores by cohort and total user population.

## Best Use

The digital learning experience takes approximately **3 to 4 hours** to complete.

The program can be integrated into a LMS through single source sign-on (SSO) for individual play, integrated into an existing program at your company to further enhance the interactivity and effectiveness of the learning, or Advantexe's team of experienced facilitators can deliver a virtual program anywhere in the world.

## Sample Learning Agenda

Virtual Connection - Day 1		Time	Virtual Connection - Day 2	
15 min.	Welcome & Introductions	10 min.	Welcome Back	
30 min.	Practical Change Leadership content	60 min.	Scenarios 5 - 8	
60 min.	Scenarios 1 - 4	15 min.	Break	
15 min.	Break	45 min.	Debrief	
45 min.	Debrief	15 min.	Wrap-up & Key Takeaways	