

## What keep you up at night?

### **CONCERNS ABOUT THE DECISIONS YOUR MANAGERS ARE MAKING? WONDERING IF THEY TRULY UNDERSTAND THE IMPACT THEIR DECISIONS AND ACTIONS HAVE ON THE BUSINESS?**

Most managers, no matter how smart and capable, do not grasp the complex interdependencies at work in their company. In today's business climate, companies everywhere are increasingly concerned with transparency. A transparent business model helps employees understand how they fit into the company and allows them to take personal accountability for the quality of their work, as well as the impact of their actions and decisions.

The most important benefit of simulations, in fact, is their power as an executive tool capable of providing organizations with an effective way to plan, project, and, most important, engage every employee in the "big picture" of the organization.

In an Accenture study that examined high-performance workforce issues, 77% of executives surveyed said that they want their business's learning strategies to be aligned with their business goals. Yet only 11% of those same senior executives stated that they are satisfied with the progress that their training departments are making to achieve this need.

The study also found that only 26% of C-Level respondents believed that three-quarters or more of their employees understand the company's strategic goal.

What does this all mean? Why do executives see value in simulations?

First, a simulation helps employees understand the "big picture." Unlike most training programs that focus on just one part of a business, such as "sales" or "customer service," a simulation can model how decisions in one area of the business impacts another area of the business.

Why is this important? Because all companies are faced with a common test: They need to continually challenge themselves to be faster, better, and cheaper. If they don't, they will lose.

If your employees understand how the business works, clearly understand its goals, and know what they're being held accountable for, then they'll be able to find ways to make the company faster, better, and more cost effective.

The best way to achieve this goal is through experience. Simulations accelerate the time it takes to acquire the skills, knowledge, and attitudes that employees need to continually improve and grow your business.