

# An ITES major used KNOLSKAPE's iLead simulation to assess Leadership Capabilities for its Annual Leadership Awards!

## CHALLENGE

The company was doing its annual People Leadership Awards and had nominations of 276 people across 3 grades. The Talent CoE wanted to assess their Leadership capabilities and use the simulation to shortlist them to 100. In the end, a selection would be made of 60 of the most outstanding leaders who were to be awarded.

## SOLUTION

KNOLSKAPE's 'iLead simulation' has been designed to help participants build leadership capabilities by putting them in the role of a team manager.

- > The program comprised a detailed walk-through of the iLead simulation, the framework behind it, and the do's and don'ts.
- > The iLead simulation was used to assess 276 employees. It was a 45-minute simulation that participants completed within a 10 day window.
- > The simulation measured the following competencies:
  - Ability to upskill
  - Contextual Leadership
  - Ability to motivate
  - Enabling performance
  - Drive for results
- > The scores were shared with the Talent CoE and they used it to shortlist the top 100 into the next round.
- > The final 60 were selected after an internal round of evaluation and the award ceremony was held virtually.

## KNOLSKAPE's VALUE ADDITION

- > Learning solution that is fun, competitive, engaging and retentive
- > Comprehensive and unmatched learning analytics
- > Learning in a simulated environment to assess learner's capabilities
- > Experiential, gamified technology platforms for safe, social and competitive learning
- > A detailed report on the leadership proficiency level, preferred leadership styles, and areas to be improved.

## IMPACT



**100 leaders** shortlisted from 276 people across 3 grades based on the iLead simulation scores.