

Driving Mastery in Leadership Development: Innovate, Adapt, Thrive



Metrics

- ✔ Ninety percent of participants felt the experience provided them with demonstrable insights by encouraging a “mental model shift.”
- ✔ The training initiative hosted more than 600 participants in just two years.
- ✔ Due to overwhelming demand, stakeholders strongly recommended unlocking additional slots for the next year.

The Problem

Keeping One Foot in the Future

Constant innovation is essential to the success of individual team members and companies as a whole, especially for a prominent global player in aerospace and defense. Widely recognized as a pioneer in the field, the client intended to guide its strategy toward digital transformation to maintain its legacy of vision and innovation.

The organization recognizes the crucial need for continual development of key leadership principles to fulfill this mission. To consistently foster leadership within its workforce, it looked to employ an in-depth training program that could

help its teams navigate evolving competitive landscapes. The approach was to use agile and collaborative initiatives to address changing customer challenges. The ultimate goal would be to instill a culture of continuous progress and maximum adaptability.

The program would need to include:

- The ability to adapt to diverse working and learning styles.
- Creative ways to foster growth and experimentation among team members.
- The capacity to adapt to various norms and customer requirements.
- A focus on building collaboration and a collective understanding of the client’s leadership model.

The Solution

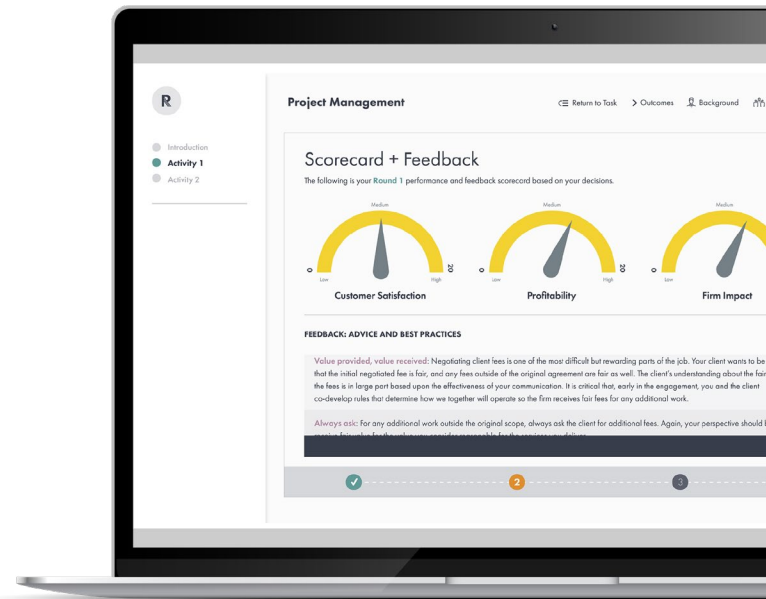
Implementing a Global, Blended Training Initiative

With one foot in the future and one in the present, the company was challenged with developing forward-thinking training that was both relevant and progressive. At a company that prioritizes retooling and reskilling, how can the workforce anticipate which capabilities will connect with the future?

The client recruited The Regis Company to develop a global, blended training that incorporated practice-based simulations, team sessions, peer learning, and customized coaching. This personalized program aimed to instill timeless leadership principles through:

- Productive peer learning and teamwork.
- Constructive, tailored feedback.
- The application of best practices and tools.

The program consisted of a combination of self-guided and team-led sessions performed using a series of collaborative coaching and know-how sessions and enriched with expert-led videos. Each training session took place across two immersive days, deployed both in-person and virtually. Twenty-seven sessions were held across two years, and each learning session hosted 24 participants split into six teams of four. This accommodated a remarkable total of more than 600 participants, with several waitlisted in the first year.



Self-guided



Team-based Online



In Person

Feedback from participants and leadership teams was incredibly positive:



"This was a very nice blend of "edutainment" that was very enjoyable."



"By far the most useful feedback/training I've had all year!"



"The simulation reproduced 'a day in the life' and was spot on!"

The overwhelming demand and enthusiasm for the program quickly caught the attention of the company's stakeholders. To meet the needs of a growing audience, they strongly recommended creating additional slots for the upcoming year, especially considering that several participants were waitlisted due to high demand.

The Results

Creating Context for Real-World Applications

The simulation program fulfilled the client's objective to develop a sustainable culture of effective leadership throughout the company. By seamlessly adapting to different norms and learning styles, the initiative accommodated an array of preferences while maintaining effectiveness and integrity.

Participants experienced a heightened awareness of their leadership strengths and effectively identified areas for personal growth. An impressive 90 percent of participants expressed that the program demonstrated a mental model shift in their interactions with people, processes, or systems. The "real-world" feel of the program allowed for the seamless application of relevant skills and knowledge and created familiarity for participants with limited context or experience.

The initiative not only helped advance the workforce, but also brilliantly illustrated the company's dedication to innovation in the field of digital technology. By employing The Regis Company's sophisticated but user-friendly learning experiences, the company encouraged and enhanced staff skills in the face of ever-evolving trends.



The Future

Sustaining a Legacy of Vision and Innovation

Tailored to organizational needs, these simulations deliver business outcomes and enhance the learner experience. By simulating actual scenarios and familiarizing teams with best practices, the program offers a safe environment for participants to learn from their mistakes and drive new behaviors. This continued relevance speaks to the flexibility of practice-based learning and its countless applications in virtually every industry.

Given its field of work, the client's most prominent mission is an unwavering commitment to continuous innovation. The company chose The Regis Company's enterprise simulation platform to support this legacy, pushing its workforce into the future and setting the company up for continued success.

"Our company should continue to replicate this approach to training. I had so much fun and feel empowered to return to work."

Simulation Participant



To implement a similar strategy for future-proofing your organization, schedule a call with the Regis team today.

[SCHEDULE A CALL](#)

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