

Self - Paced Simulations for First Time Managers

IT/ITES Sector



Enparadigm has designed an intervention program for the first time managers at an American multinational technology company that provides business consulting, information technology and outsourcing services. Headquartered in New Jersey, this company has three hundred thousand employees around the world.

The company trades on the NASDAQ, and has posted revenues of \$20 Bn for FY22.

This program was designed around Catalyx - Enparadigm's self-paced simulation platform that helps drive learnings through engaging story lines and personas.



Learning Around Meta Skills

The company wanted the intervention centered around a set of 12 meta skills that was crucial to their culture, divided among three major buckets of outcomes:

Manage the Now

Self-management,
personal effectiveness

- 1 Focus
- 2 Integrity
- 3 Adapting
- 4 Initiative

Connect with the World

Social Intelligence

- 5 Communicating
- 6 Leading
- 7 Collaboration
- 8 Feeling

Create your Own Change

Innovation

- 9 Curiosity
- 10 Creativity
- 11 Sense-making
- 12 Critical Thinking



Licenses were shared for the following simulations:



A simulation for learning the techniques of giving effective feedback

Competencies Covered:

-  People Management
-  Giving Effective Feedback
-  Having Critical Conversations



A simulation for learning the techniques of effective delegation

Competencies Covered:

-  People Management
-  Delegation



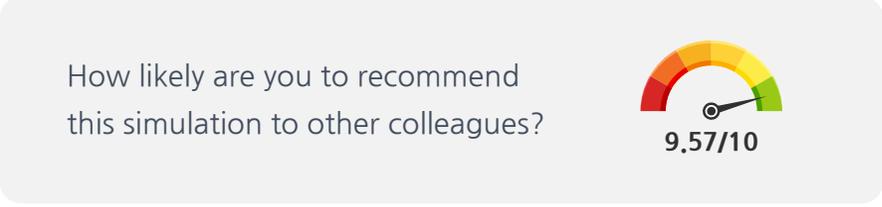
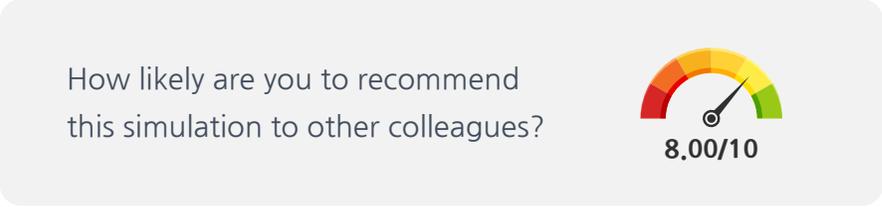
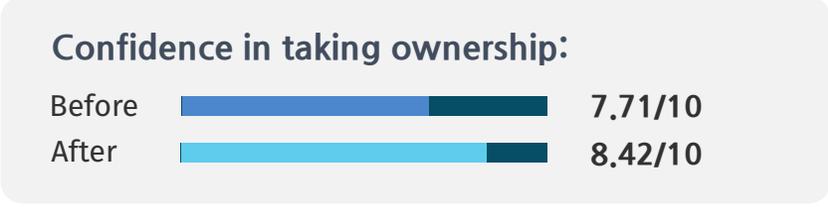
A simulation for developing ownership for improved contribution to business outcomes

Competencies Covered:

-  Self-drive
-  Ownership
-  Driving Results

Upon completion of the simulation, participants are asked for their feedback on how they found the program.

These are some of the respondents' self- assessment scores on average



Some of the respondents' testimonials

This skill practice module helps to understand our own feedback style and very much helpful to improve my approach while giving feedback.

Good to learn with scenarios and get the understanding of where we stand and where to improve and correct the choices on feedback.

The Catalyx platform is a really helpful online tool, which helps each one understand and correct themselves in what they were doing wrong.

This is an excellent platform, very easy to use. Showed me areas of improvement.

This module is very interesting with a content that is very relevant and easy to understand. The entire look and feel of the training also gets 100 points since it generates interest and curiosity.

Some of the respondents' testimonials

Excellent experience with the related topics and samples.

This is really good example. Kudos to CDO Academy for bringing up these kind of simulations. Thank you so much Team.

Great experience of learning new logic of "Act, Solve and Involve. Thanks for giving this opportunity.





Find out more at
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