

SWISS BANKING TITAN MOLDS BEST-IN-CLASS LEADERS THAT DRIVE BUSINESS GROWTH WITH AGILITY

THE COMPANY

Fortune 500 multinational investment bank with over \$30B in revenue

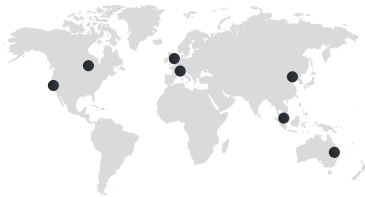
INDUSTRY

Banking & Financial Services

SIZE

67,000 Employees

THE DEPLOYMENT



GEOGRAPHIES

Global

PARTICIPANTS

40 per class

LEARNER LEVEL

Mid-Level through Executive

PROGRAM ELEMENTS

Workshop, Simulation, PCA Actor Role Plays

SOLUTION TRACK

Business & Financial Acumen

DYNAMIC BALANCE



THE CHALLENGE

Already a household name in banking and financial services across the globe, this \$30 billion company set a course for principled, sustainable growth, and they identified one level of leader that could make the most impact across this multinational organization. The bank needed their Executive Director class to perform at a higher caliber than ever before, practicing visionary thinking to drive growth – while embodying the company’s 12 success metrics for leadership success, including curiosity, inclusivity, and cooperation.

THE GOAL

- Grow the business by enhancing the human and business skills at the bank’s Executive Director level
- Help leaders engage in thinking that generates opportunities in the core business, adjacencies, and beyond
- Use agility and adaptability to practice the bank’s 12 criteria for success as a leader

THE SOLUTION

In a fully virtual, fully immersive workshop combining The Regis Company simulation technology, team activities, individual decision making, and trained actor-led role play events guided by our program partner PCA, leaders were challenged to solve complex problems while balancing human needs and growth outcomes.

This uniquely dynamic workshop kept leaders on the edge of their seats as they took on an unfamiliar simulated business environment that stretched their comfort zones, and honed strategic thinking in a zero sum game for market share across competitive teams. Throughout the workshop, leaders were faced with key global decisions about where to market goods and to which audiences, requiring coordinated strategy across sales, marketing, operations, research and development, and finance. They found that their decisions created impact, for better or worse, on critical business factors like profit, cash flow, and customer satisfaction.

Just when participants could catch their breath, they were faced with Agility Events to practice additional skills contributing to their overall performance. Directed by our world-class experiential learning partner, PCA, professional actors met participants in virtual breakout rooms to present tempting opportunities and market complications. Leaders could earn advantages like information or additional funding for demonstrating desired skills and making strategically sound decisions. These Agility Event outcomes were incorporated into the business impacts within the simulation, helping to solidify workshop take-aways around adaptability, planning, communication, and cooperation.

At the end of the learning experience, leaders were asked to make personal commitments to pursue a set of actions in their daily roles that address the skills honed by the workshop. They left feeling energized, connected, and prepared for any human or market challenge in their path.

THE RESULTS



Overall Satisfaction Rate



Confidence in Ability to Apply Learning



Participant Daily Return Rate

LEADING GROWTH WITH AGILITY IN THE VIRTUAL ENVIRONMENT



THIS SOLUTION COMES READY TO DEPLOY, MINIMIZING YOUR TIME TO VALUE.



THE WORKSHOP IS EASILY ACCESSIBLE ON OUR MASSIVE MULTI-LEARNING PLATFORM AND ZOOM OR WEBEX.



CONTENT IS DELIVERED IN A SERIES OF 2-HOUR SESSIONS OVER 5 DAYS TO AID MEMORY CONSOLIDATION, OR ACCORDING TO YOUR PREFERRED TIMELINE.



EXCITING AGILITY EVENTS TAKE PLACE IN VIRTUAL BREAKOUT ROOMS, ADDING COMPLEXITY AND AUTHENTICITY TO DECISION MAKING.



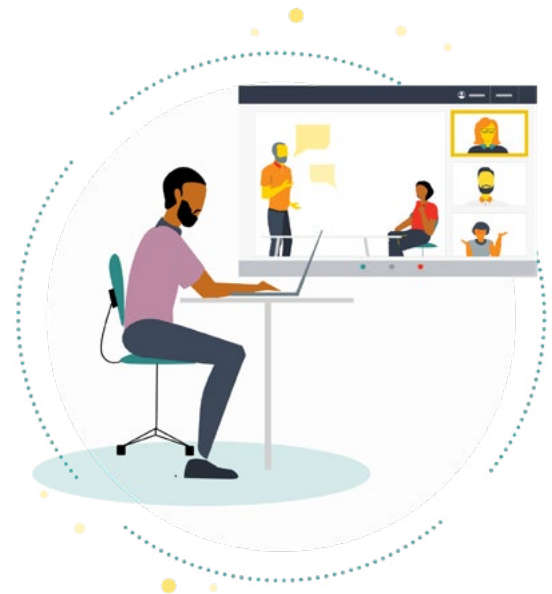
ROLE PLAYING WITH PCA'S PROFESSIONAL ACTORS HEIGHTENS REALISM AND LEADER ENGAGEMENT.



WE WORK WITHIN YOUR SECURITY CONSTRAINTS, DISABLING FEATURES, LIKE CHAT, THAT DO NOT COMPLY WITH COMPANY REGULATIONS.



DELIVERY IS FLEXIBLE, SO WE CAN ALSO DEPLOY AS A 1-DAY LIVE SESSION IN THE WORKPLACE.



WHAT PARTICIPANTS SAID



I like the fact that it brings together colleagues from different areas of the business, who need to quickly adapt to different approaches and viewpoints to be able to work collaboratively. I think it involves the right amount of time pressure to ensure that people don't spend too much time 'managing their behaviour,' but rather have to practice targeted good behaviours in a challenging environment.

-- Executive Director workshop participant



I was impressed with the quality of the delivery of the training even though it had to be done virtually. Certainly relevant and useful topics.

-- Executive Director workshop participant



PROGRAM PARTNER

Award-winning PCA partners with global organizations to design and deliver human-centred experiences which inspire growth in knowledge, skills, and mindset. Working in 41 countries, with over 150 clients, PCA runs immersive leadership summits, conferences, effectiveness events, and multi-modular programs using experiential learning techniques to help professionals and organizations build their capabilities and confidence in order to achieve sustainable growth.



I enjoyed the interactions within the team and engagement by the facilitators. The actors played their role well, mirrored real-life situations, and it was useful practice.

**WHAT CAN THE REGIS COMPANY DO
FOR YOUR ORGANIZATION'S LEADERS?**

SCHEDULE A MEETING