



WORLD+® OVERVIEW

WORLD+® introduces our Metropolitan Tower of Learning platform designed to address the specific learning and performance development needs of a globally diverse, multinational organization.

By delivering a suite of game-oriented leadership simulations, learning is accelerated, scalable and sustainable.

Our audiences report higher than average results that are reinforced by a menu of options that target individual, team, business unit and organizational goals.

WHAT WE DO

WORLD+® designs state-of-the art learning experiences that seamlessly assist individuals in their performance needs, along with other learning products to address targeted professional and organizational goals to ensure meaningful and productive outcomes.

- **Skill-Building:** all change leadership activities are embedded with competencies addressing current and future talent needs.
- **Meaningful Scenarios:** live games are purposefully designed with futuristic themes to accelerate innovative approaches to current and future challenges.
- **Feedback and After Action Activities:** assist in making the mental connections from the change leadership experience to the intended outcomes.
- **Strategic Goal-Setting and Follow-up:** customize learning activities to ensure lasting impact and continuous improvement and competency development.
- **Evaluating and Measuring Learning Effectiveness:** design customizable measurement and learning effectiveness tools.

We address entrenched mental models and thinking that prevents change, blocks innovation and stymies the achievement of new strategies and critical business goals. We challenge assumptions, siloed thinking and utilizes the diverse perspectives of all organizational talent.

Overall, audiences experience increased levels of awareness and sensitivity to their own and others' behavioral impact resulting in greater levels of engagement, communication and empowerment. Participants also expressed increased confidence in tackling new and nearly unsolvable problems with tight deadlines and limited resources. They also reported working more effectively in virtual teams and across various time zones and multi-cultural teams.

OUR SERVICES SUPPORT CONTINUOUS LEARNING

BASIC LEVEL

This basic level within our Metropolitan Tower of Learning delivers real-time learning and addressable performance needs.

- **Change Assignment:** consisting of a social impact change assignment that either ties into the corporation's CSR goals or the United Nations SDG's. Having a change assignment that is outside of the normal work environment enhances the need for more meaning and purpose in the every day work as well as an opportunity to learn without on-the-job performance pressures. This type of learning, "Action Learning" has been time-tested and reliable.
- **The Playbook:** a pre-game one-on-one meeting with a facilitator to ensure there are intentional goals set.
- **Live Experience:** a half-day game scenario with a one-hour large group debrief.
- **Social Impact Goal and Action Learning:** a post-game one-on-one meeting with a coach to further develop the learning goals and tie-in to the Social Impact Action Learning assignment.
- **Assessments:** assessments are available and delivered on-demand and as requested and needed.

ADVANCED and MASTERY LEVELS

Two other levels are available which take the knowledge and learning from each successive phase to achieve increasing levels of mastery in leadership, transformational change, managerial development, and individual contributor effectiveness.

EXAMPLES OF DELIVERY

Our approach is to provide the following high-impact tools for rapid learning to occur and to jumpstart employee engagement in large organizations:

- **Coaching sessions:** part of the continuous learning process, these are individual one hour sessions that dive into, and reinforce, learning objectives.
- **Action learning:** a blueprint to carry out a change project of an individual's choosing, tied in with CSR goals and initiatives or the United Nations SDG's. During this process, participants will also receive a Leadership Change Toolkit or additional change management guidance.
- **Live game experiences:** immersive, highly structured group experiences set in a futuristic dystopian scenario. Deliverable in shorter, more disruptive and learning-intense events, or over multiple spaced-out iterations.

RESULTS

- 90% of participants report increased self-awareness of impact of their behavior on others: colleagues, team members and staff (continued follow-up indicates behavior change as evidenced by improved talent retention and promotions).
- 100% report the activity was valuable and would most likely continue to use it as a learning tool.
- 70% report improved resiliency in the face of challenging conditions whether it be with their colleagues or teams.
- 70% report more positivity with regard to working with individuals from diverse backgrounds, cultures and styles.
- 40% report it has helped them shape their leadership and management styles with increased confidence.
- 40% identify a need to be more assertive with their ideas and take more initiative in meetings and problem-solving (subsequent opportunities to actively observe 20% of those who set specific goals on this competency in work settings indicated improvement).
- 20% of individuals who participated in multiple game experiences built leadership skills and competencies to co-facilitate and manage large groups dynamics.

Overall, 100% of participants reported it was well worth their time and they wanted to continue to be invited to future activities. They also reported that learning with and from others' experiences was invaluable. Some indicated it could be utilized as a valuable assessment tool. The ability to innovate more quickly and within tight timelines and other constraints significantly improved.

CONTACT

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