



The Business Challenge Experience

Experiential Learning Brings
Greater Impact, Faster

Business & Talent. Aligned.®



Right
Management®
ManpowerGroup



Develop Leader Skills with Real Business Scenarios and Action Learning

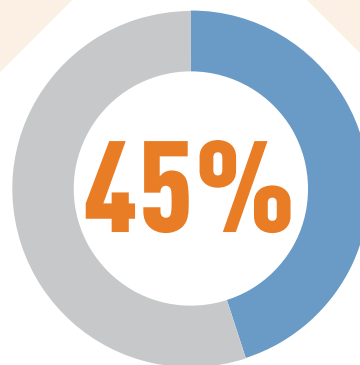
Ensuring your leaders are equipped with the right skills and capabilities needed to overcome the challenges of the 21st century is critical to organizational success.

With so many factors at play in the modern world of work, organizations need to invest in development programs that result in leaders' ability to quickly and effectively make use of their skills. That is why Right Management created a solution designed specifically to provide developing leaders an environment built around real organizational challenges.

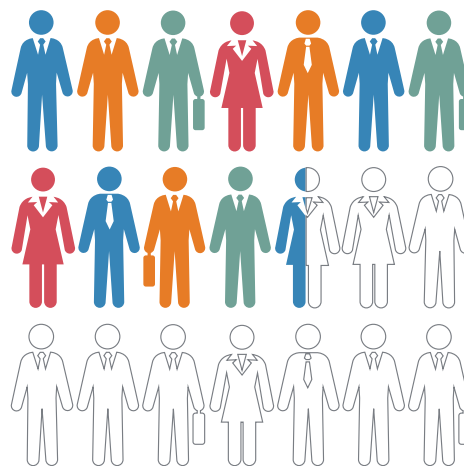
Right Management's **Business Challenge Experience** encourages leaders to solve actual business challenges by applying their newly learned skills and behaviors in real business scenarios.

Utilizing Experiential Learning, participants are able to grapple with unique business challenges constructed around your organization's most pervasive and difficult business challenges, all while exploring different methods and solutions to solve these kinds of specific problems.

The difference is that these are NOT theoretical simulations based upon generic business scenarios. Right Management's Business Challenge Experience is **built from specific challenges your organization is currently facing** and turns these challenges into learning exercises. This enables participants to be actively engaged in their organization's real-time experiences while learning the necessary skills and behaviors required to overcome them.



of HR executives
said their leaders are
not prepared to address
business challenges in
the next two years.



The (Business Challenge Experience) was excellent, well organized and impactful. Very effective in challenging our leadership behaviors and exploring new experiences. Beyond my expectations and one of the best ways to anchor our safety leadership concepts.



— Engineering Manager

Experiential Learning Defines The Business Challenge Experience

Organizations everywhere struggle with many of the same generic problems, but when we adjust the lens, the individual challenges to an organization can have unique differences. Recognizing this business reality, we set out to solve this problem.

The key differentiator with Right Management's **Business Challenge Experience is Experiential Learning**. This interactive and integrated process introduces and/or reinforces key concepts, skills and models, followed by the introduction of an "organizational system" that creates the structure within which the learning occurs, and key deliverables are completed.

Feedback and coaching sessions facilitated by Right Management leader development experts during the Experience ensure participants can apply learnings immediately, promoting reinforcement and retention.

Designed to encourage and stretch your leaders to develop their skills, The Business Challenge Experience offers experience in managing complexity and paradox, such as the tension between short and long term goals and drivers, strategy and execution, results

and relationships, and global and local priorities. This program helps organizations improve engagement, operational agility, drive innovation and help achieve success in executing on business strategies.

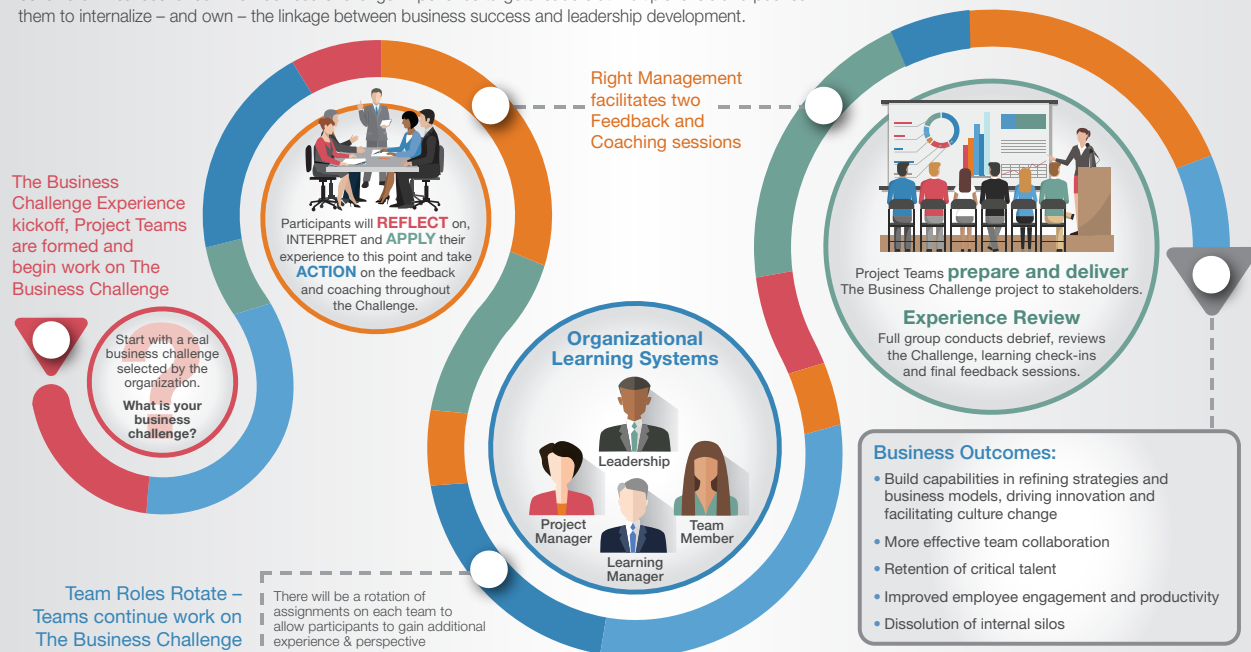
Our program drives outcomes:

- More effective team collaboration
- Retention of critical talent
- Dissolution of internal silos
- Improved employee engagement and productivity
- Builds capabilities in refining strategies and business models, driving innovation and facilitating culture change

By integrating several powerful learning experiences in one environment, The Business Challenge Experience targets leaders at multiple levels at the point of their greatest need. This pushes leaders to internalize — and own — the linkage between business success and leadership development.

The Business Challenge Experience

Utilizing Experiential Learning and an actual business challenge for your organization, Right Management's Business Challenge Experience encourages leaders to solve actual business challenges by applying newly learned skills and behaviors in real scenarios. The Business Challenge Experience targets leaders at multiple levels and pushes them to internalize – and own – the linkage between business success and leadership development.



Why Right Management?

Right Management's Business Challenge Experience creates an environment where participants apply their learning in real time, to give and receive valuable, transformative feedback, practice organization critical leadership behaviors, and apply experiences from The Business Challenge Experience to their day-to-day business environment.

Our approach is built around listening, observing and interacting with our clients and the many industries we serve. With decades of service as one of the premier leadership development solution providers in the world, Right Management's "core" global capabilities in assessment, coaching, leadership development and organizational effectiveness are unmatched.

Right Management's development solutions are comprehensive, flexible and aligned to your unique business strategy. As a global organization, we offer consistent solutions built upon a foundation of high quality and rigorous methodology, with flexibility and scalability.

Organizations across the globe rely upon Right Management's 35+ years of experience to help them prepare their leaders for success in this new 21st century of work. That is because our Talent Assessment programs give organizations a systematic yet flexible way to build a solid foundation of skills, competencies, behaviors and confidence, enabling leaders to guide their organizations to real, sustainable success.

“With 86% of organizations believing that they don't have an effective leadership plan, Right Management can identify and develop your future leaders to ensure organizational success”.

— Right Management
Employee Engagement Study



Contact us today at www.right.com | LeaderDevelopment@right.com | 1.800.237.4448

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