

TRANSFORM partners with major organisations to strengthen leadership capability, leadership team effectiveness and business performance.

Based in Singapore since 2008, we've had the privilege of working with more than 100 top-tier organisations across 33 countries, designing and delivering leadership development programs and journeys, team development initiatives, and executive coaching.

OUR EXPERTISE



Leadership Programs & Journeys



Senior Leadership Team Development



1-1 & Group Coaching



Assessments, Profiles & 360° Feedback



AI-enhanced Learning



International Delivery



Supporting Workplace Application

CONTACT



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BUSINESS SIMULATION

Developing Business Acumen & Collaborative Decision Making

Each participant assumes a director level role within a simulated business.

Working with others to form the senior leadership team, they make strategic and financial decisions across multiple rounds, experiencing the consequences of their choices.

An intensive experience that develops business acumen, exposes participants to major business decisions and strengthens their ability to interact with and make decisions with other leaders.



AN IMMERSIVE LEARNING EXPERIENCE



REALISTIC BUSINESS CONTEXT

Each leader fulfils a director-level functional role as part of the senior leadership team. Together, the team is responsible for making key decisions on behalf of the business.



COMMERCIAL CONSEQUENCES

After each round of decisions, leaders are informed of the impact of those decisions on their business. This enables them to see how their choices influence financial performance across key areas such as market expansion, pricing, operations, people, marketing, finance and risk.



GAINING LEADERSHIP INSIGHTS

During facilitated reviews after each round, leaders examine how decisions were made and how they interacted with other leaders in their team. This enables them to see where assumptions were challenged, how different perspectives were listened to, and how alignment was built with others.

OUTCOMES



Think strategically under commercial pressure



Understand the financial dynamics of business performance



Make better cross-functional decisions



Balance short-term performance with long-term value creation



Improve the quality of executive team discussions and decision making



Transfer practical learning directly into the workplace



OPTIONAL POST PROGRAM SUPPORT IN WORKPLACE APPLICATION

Reinforcing the program's content, encouraging action and assisting each participant in applying and sustaining their learning in the workplace.