SKILLGYM

PRACTICING
LEADERSHIP CONVERSATIONS

The Digital Role Play system you need to develop leadership across your organization.

www.skillgym.com

The Power of Training on Leadership Conversations

Conversations are the essential tool in developing powerful relationships, generating commitment and achieving goals. The benefits of training on Conversations go far beyond the scope of Learning and Development:

Unless the Leaders inside your organization live in a vacuum, they need to communicate with their employees. And communication occurs through Conversations.

Conversations are the moment when potential turns into collective energy. It's the 20% factor of a leader making the 80% of the difference in team results. It's the C-Factor.

LEADERS CAN CHANGE THE WORLD, ONE CONVERSATION AT A TIME.

1. **Preparing and developing roles** by turning the knowledge into practice and the potential into real power.

2. **Empowering in challenging situations** by presenting critical contexts in safe and risk-free training environments.

3. **Blending the differences** between people in terms of age, culture, expectations and language allows organizations to benefit from diversity.

4. **Cultivating teamwork** by fostering influence without authority as a way to move things forward.

5. **Making communication fluid** by letting each person wear the shoes of someone else and improve on active listening and self-awareness.
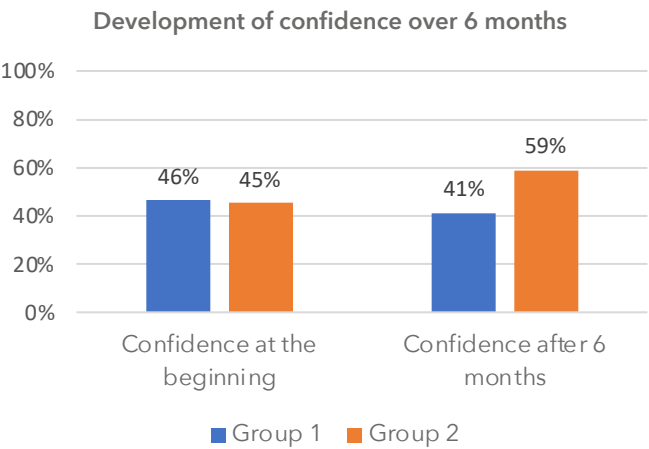
Making Training Truly Actionable

Practice, Practice, Practice.

Very few leaders are naturally gifted with the ability to manage Critical Conversations. The vast majority struggle with their own instinct to avoid confrontation, but try to do better and better every day in this field.

In order to improve on conversational skills, it makes good sense to take a course in communication, especially early on in one's career, to help focus and enhance one's efforts.

But it's not enough. What really makes the difference is Practice. The more you practice, the more you gain confidence and raise your self-awareness. Your comfort zone starts to expand as soon as you move the first step toward trying and trying again.

Practicing by interacting with stories is the best way to improve: stories give us the ability to share emotions and since decision-making is emotional, stories are critical. It's how we can share purpose and values.

Development of confidence over 6 months

	Confidence at the beginning	Confidence after 6 months
Group 1	46%	41%
Group 2	45%	59%

Comparing two groups of leaders trained in leadership skills shows the impact of practice over knowledge transfer. After the initial formal learning activities, both groups were assessed with a Digital Role Play. Then Group One did not participate in any practice, whereas Group Two attended a Digital Fitness program on SkillGym for around 6 months. At that point both Groups took another assessment. The numbers are loud and clear.

SkillGym, Your Next Digital Role Play

The first AI-based Digital Role Play

Interactive Movies meet Artificial Intelligence and a whole new life-like world turns into reality. SkillGym features 12 proprietary algorithms, delivering an authentic and immersive Digital Role Play experience.

✔ **HIGHER LEADERSHIP CONFIDENCE**

✔ **SHARPER SELF-AWARENESS**

✔ **CONSISTENT ENGAGEMENT**

✔ **BETTER TRAINING R.O.I.**

SkillGym makes your training journey easier with Augmented Reality, Storytelling, a great Curriculum and the sharpest actionable leadership training approach on the market.

The Seven Pillars of SkillGym's Methodology

Through years of research and development, we have mastered the perfect methodology and the sharpest tools to deliver a comprehensive environment for training on Conversational Leadership and delivering real and sustainable performance results.
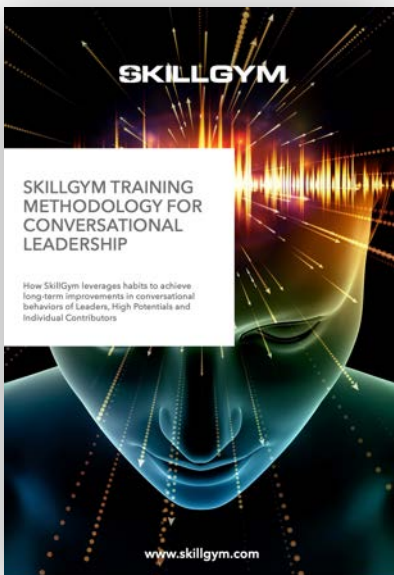
Request our comprehensive guide to SkillGym's methodology

1. **Authentic Interaction,** to create the real feeling of how human counterparts actually behave during a conversation

2. **Step-by-Step Learning Experience,** to allow the needed time and pace for behaviors to turn into habits

3. **Smart Learning Triggers,** to accelerate emotional, rational and analytical improvements

4. **Meaningful Metrics,** turning the intangible into a measurable asset

5. **Continuous Engagement,** to ensure that users don't get lost on the way

6. **Balanced and Adaptive Scheduling,** to optimize the training program to each individual

7. **Powerful Whys,** motivating trainees starting from their mindset and beliefs

The Seven Building Blocks of the SkillGym Curriculum

The design of our SkillGym practice-oriented training program is based on a consistent set of seven key elements that influence good application of Conversational Leadership skills.

Request our comprehensive guide to SkillGym's curriculum

1. **Leadership values**, to make sure that the training empowers behaviors aligned with and respecting key standards

2. **Roles and Areas of Leadership empowerment** upon which to develop conversational mastery

3. **Types of conversations** to practice that cover the four areas of empowerment

4. **Meaningful Topics** that these conversations can address

5. **Challenging Counterparts** (characters) with whom the conversation, whatever it is, may take place

6. **Styles of Leadership** to apply throughout the conversation to achieve the best outcomes

7. **Actionable Skills** to master Conversational Leadership

The SkillGym Library

SkillGym is a comprehensive and growing collection of life-like Leadership conversational scenarios. We periodically release new stories to address a even greater number of challenging situations.

Request our comprehensive guide to SkillGym's library

The SkillGym publishing plan

Training on Conversational Leadership is about consistent practice on meaningful scenarios.

Our Library is designed to support Leaders of today and Leaders of tomorrow with an ever growing set of stories presenting a broad range of situations to practice with.

Adding new stories every quarter ensures both the availability of more and more scenarios to play with and the possibility to focus on specific situations for the time needed to create new habits based on action-based experiential learning.

$KILLGYM

Welcome to the Future of
Conversational Leadership
Training