

PRODUCT BROCHURE



LEADERSHIP COMPACT SIMULATION

*Leadership Development
Beyond Gamification*

HOW CAN WE OPTIMALLY PREPARE TALENTS AND MANAGERS IN LEADERSHIP POSITIONS FOR COMPLEX AND CHALLENGING LEADERSHIP TASKS?

 Many learning approaches trivialize complexity by dividing leadership topics into individual subjects and learning them in isolation.



 Leaderfy simulations link leadership topics in an engaging, motivating, and social learning process to further develop leadership capabilities in practice.

To be effective and successful as a leadership development tool, it has to reflect the complexity of the learners' leadership situations realistically. Leaderfy therefore combines **simulation-based learning** with **social learning** for a holistic, sustainable understanding of leadership while being innovative and creating a positive impact.

WHAT IS THE LEADERSHIP COMPACT SIMULATION?

In the Leaderfy Leadership Compact Simulation, **typical leadership challenges** are brought to life in a dynamic and innovative learning arrangement:

Your Role

Manager of a newly formed, cross-functional team.

Your Team

Up to 7 colleagues with diverse roles and personalities.

Dynamic Models

Over 150 different actions enable adaptive learning through individual experiences.

Evidence-Based

Based on current empirical research in leadership and team development.

Turning
Learning
Into
Action



At Atria Learning & Development, we believe **leadership** isn't taught, **it's developed**.

That's why we design immersive learning experiences that empower professionals to grow through **experience, reflection, and action**.

Our approach is grounded in experiential learning and social learning, creating space for participants to learn with and from each other. We don't deliver one-size-fits-all solutions. Instead, we enable learning that is **adaptable, grounded, and real**.



1. High-Impact Simulation

We place the learner in realistic, practice-based simulations that reflect the challenges of modern leadership.

In a safe and structured environment, participants **make decisions**, experience the **impact** of their choices, and engage with the complexity of leadership in real time.

Over **1,000 managers** have already experienced Atria L&D simulations, ensuring the **experience** is engaging, **meaningful and hands-on**.



2. Facilitated Reflection

After each simulation phase, we create space for deep, structured reflection.

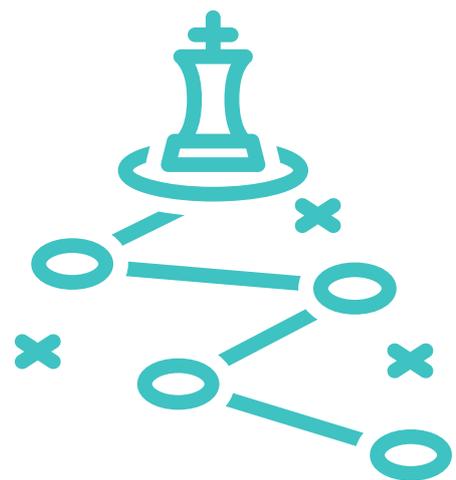
Participants **analyze** their decisions, explore the processes behind them, and reflect on the interpersonal dynamics at play.

This reflection strengthens **self-awareness, critical thinking**, and the ability to lead with **confidence and clarity**.

We include specific **best practices** in our simulations, allowing participants to 'learn from others' experiences', and track their own decisions and actions throughout. At the end, they receive a **personalized leadership report** that reflects their learning experience and provides insights into their executed leadership style.

3. From Insight to Application

With clear guiding questions and space to explore, we help turning learning into everyday leadership practice. The focus is on **real-world impact**: stronger **decision-making**, more authentic **communication**, and **leadership** that adapts and endures. Using recognizable elements, learners move step-by-step **from simulation to reality!**



Gamification, what-if-scenario experimentation, reflective learning, storytelling, learning from others, coaching & mentoring, applied behavioural science - all in one "tool". **Modern, adaptive**, and ready for what's next.

Challenges in the Leadership Compact Simulation

Leadership is a multi-dimensional challenge, one that goes far beyond isolated decisions. The illustration below highlights the range of influencing factors that team and department managers must balance in their daily work.

In the simulation, participants experience firsthand how these dynamics influence their leadership challenges, while also learning how to actively shape and design leadership that is both **effective and impactful**.

In the leadership compact simulation, participants experience the constant balance between **people and tasks**, exploring how these interact. They reflect on this dynamic and refine **their leadership style**, all within a safe, engaging, and interactive space.

The Key Levers of Impact

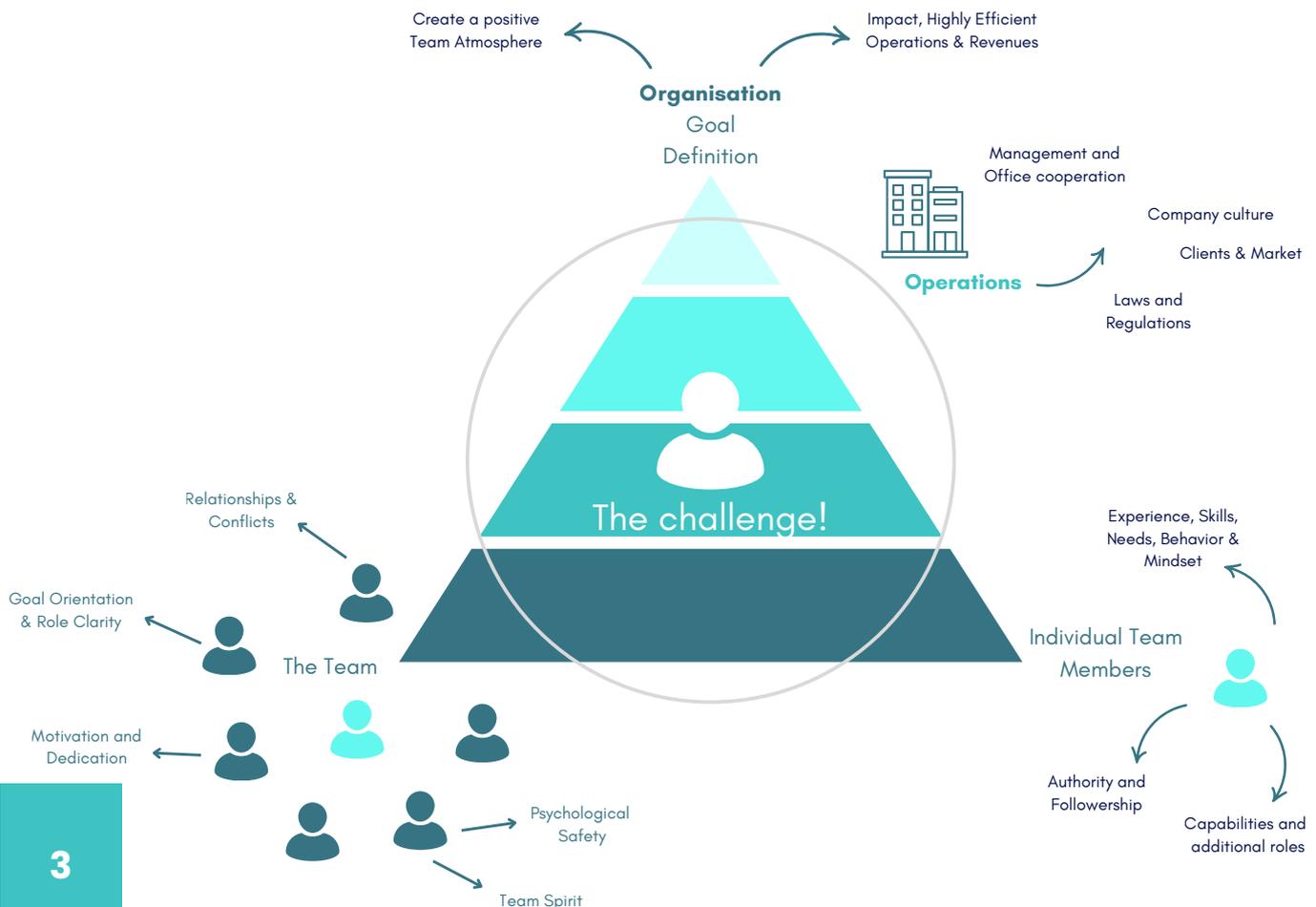
Leadership decisions are not taken in isolation, and their impact unfolds within a complex web of influences.

Within the organisational environment, the heart of this web lies in four core forces:

- The company goals
- The characteristics of individual team members
- The team as a whole
- The organisation's operations

Each of these elements brings its own **expectations, different demands, and needs**.

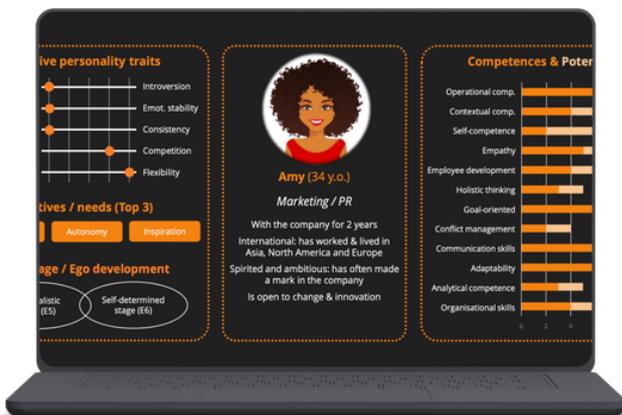
To lead effectively, managers need to navigate these sometimes competing demands, and make thoughtful choices that align with both people and purpose.



The Core Leadership Challenges

Leadership requires navigating constantly changing demands, between tasks and people, between routine and high-risk, between crew unity and individual contribution. In the Leaderfy simulation, these different challenges come to life in a realistic, interactive shipboard environment.

Over the course of a **leadership simulation**, participants step into the shoes of a freshly promoted manager and face real-world leadership tasks, where every decision affects the team, the revenue, and the overall outcome. Sometimes directly, sometimes in the long run. Like in real life.



Develop balanced Leadership skills

The Leaderfy simulation makes it possible to test and improve skills in these areas without real-world risk. Participants reflect on their own decisions, receive valuable input for their leadership role, and learn how to create a balance between organizational, teamrelated, and individual challenges.

Because ultimately, effective leadership is not one constant "style" - it is a continuous balance between stability and adaptability.



1. Organisation vs. Individual Needs

Leaders must meet strategic requirements and corporate goals without losing sight of the individual needs of their employees.

Leaderfy simulates realistic scenarios in which participants must balance economic success, innovation, and organizational guidelines & the empowerment of their teams .

2. Team Dynamics vs. Individual Responsibilities

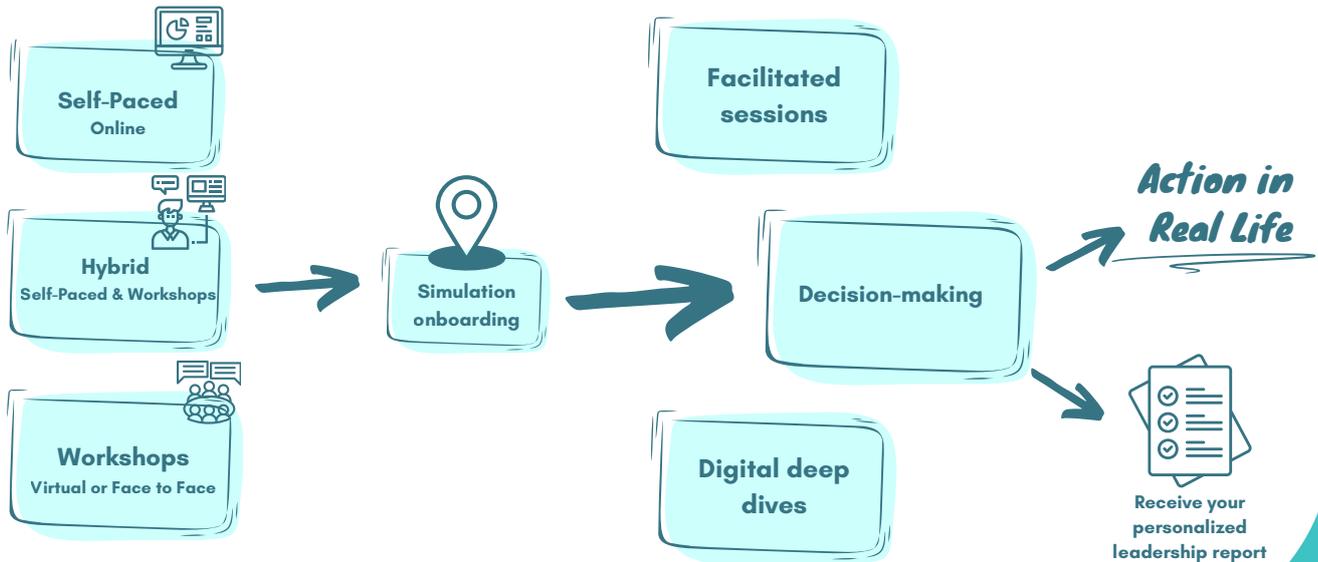
A strong team thrives on collaboration and shared progress. At the same time, individual strengths and responsibilities are essential. In the simulation, participants experience how to foster synergies within the team while also providing targeted support to individuals to keep performance and motivation high.

3. Stability vs. Change

An organization's environment is constantly changing - whether due to market conditions, technological advances, or internal restructuring. Leaderfy outlines how leaders can establish stable processes while simultaneously reacting with agility to change, ensuring sustainable development.

The Leadership Simulation

POSSIBLE FACILITATION FORMATS



Technical Setup

Seamless Simulation. Wherever Your Team Is.

Leaderfy is entirely browser-based and designed for **ease of access** across locations, devices, and formats. Whether participants are joining from onboard, a training room ashore, or working remotely, the simulation runs smoothly, **no installation is required**.

This makes it easy to access Leaderfy with full flexibility and minimal technical effort.

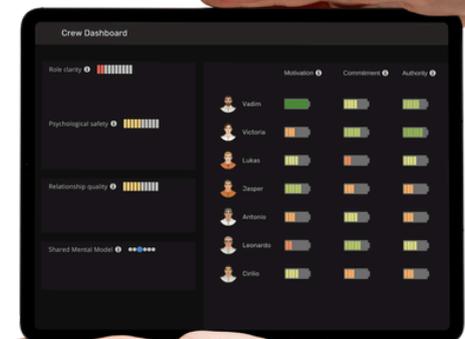
How it Works

- ✓ **Anywhere**
Access the simulation via a secure web link, directly in your browser, no matter where your crew is located.
- ✓ **Cross-device compatibility**
Runs on laptops, PCs, or tablets (minimum 720p resolution).
- ✓ **Full browser support**
Compatible with all major browsers: Chrome, Firefox, Safari, and Edge.
- ✓ **No downloads, no delays, auto-save**
Starts instantly. No installations or plugins needed. Low download rate, text and images.
- ✓ **Embedded in the Atria Learning Platform**
Digital deep dive modules and audience specific-support. Content, design and other 'corporate-specific' details. Customizable.

Participation Modes & Formats

- **Single-player mode:** Ideal for individual leadership development journeys.
- **Team-based mode:** Designed to foster collaboration and personal exchange.

These options allow full adaptability to your organisation's learning goals from onboard leadership programs to shore-based officer workshops, conferences or talent programs.



Matching objectives & execution

“Rome wasn't build in a day.”

Important considerations for creating impact

Leaderfy simulations provide context and dynamic engagement across the full spectrum of personal, social, managerial and leadership competences. As much as Rome wasn't build in a day, the development of all competences in one 'training session' is not realistic. Before executing Leaderfy, it is important to match time-frame, delivery style and learning objectives with the expected outcome. **Learning design creates impact.** Therefore we have created different Leaderfy packages, **guiding the co-creation process from goals to outcomes.**



Simulation Scenarios available

- Leading Change - Fundamentals
- Leadership Compact - Advanced
- Agile Lead - Agile Projectmanagement
- HEISS2 & HILO - Maritime Industry specific, onboard & ashore

Empowerment package - Simulation only

- For organisations with existing programs, workshops, or trainings
- Train the Trainer and complementing materials

Engage & Learn package

- For 2 - 5 days workshop settings
- Facilitated, at location or virtual
- Online preparation and follow-up learning

Engage, Learn & Develop package

- For 2 - 6 months talent programs
- Paradigm: **Developing in any impact domain directly fuels growth in competences.**
- Facilitated, at location or virtual
- Spaced process, combining the simulation with online deep dives, facilitated sessions and focused personal or organisational development assignments and projects.

These packages allow fast implementation while being adaptable to organisation-specific values, standards, career phases, training landscapes and company-wide change processes.

***From head to hands and heart:
Get in touch, try it out, feel the impact!***

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The application framework development has been part of the MyCaDO project, which is an Interreg program, co-financed by the European Union.



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LEARNING AND DEVELOPMENT