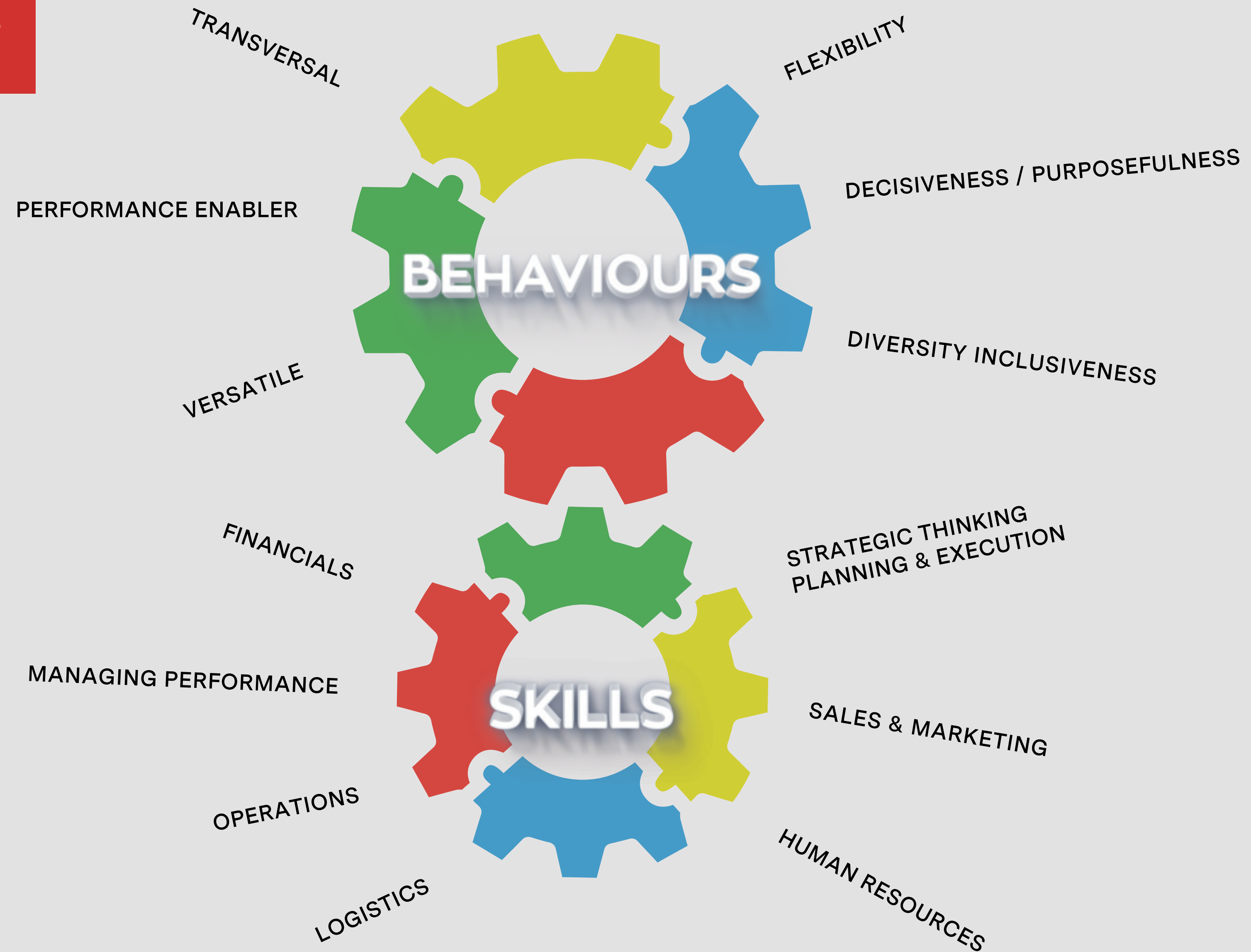




Behavioural Leadership.
Humanised.

BUSINESS
ACUMEN

The Keywords



WHAT is BUSINESS ACUMEN?

Business Acumen has a wide variety of definitions; our take on the above question is as follows: it is the ability to deeply understand the business consequence decisions as they are taken. It is the aptitude to predict with great accuracy the outcomes of business decisions.

One is said to possess a high level of business acumen when he or she foresees the different forces (internal and external) that will influence the end result of taking the hard calls.

WHY is it important?

Two of the main characteristics in today's business environment are change and volatility. We have seen in recent years a great surge in the efforts from multinational and global firms to streamline business processes. We have also seen a mass migration from a bureaucratic style to lighter, more flexible and faster organisations. What is all this shifting really about is:

- Survival
- Effectiveness
- Efficiency
- Profitability

Leaders need to develop the skills of Business Acumen in order to achieve their goals. One of the key outtakes of this programme is the capability to make fast decisions based on a 360°-degree vision of the value chain or the organisation. This capability will allow you to get where you want to be in terms of bottom-line results and organisational excellence.

Solution Description

HOW to build BUSINESS ACUMEN in your Workforce?

Business issues often cannot be resolved by knowledge only. They require insight and the ability to translate knowledge into solutions and solutions into operational tactics and actions.

The transfer of learning to the work environment is therefore crucial and the simulation allows for this to happen before the participant returns to his or her normal activities.

The business acumen simulation allows participants to discover in a practical manner how decisions in all functional areas of an organisation influence each other and impact on the overall profitability of the organisation.

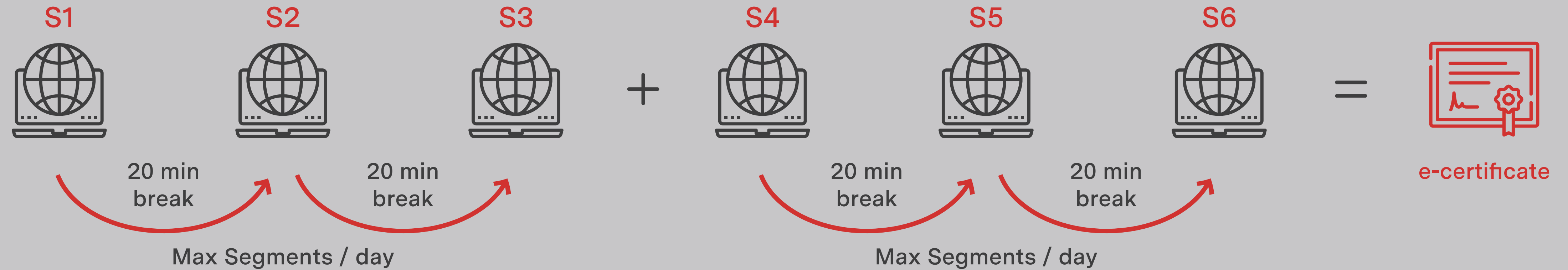
This reinforces the understanding of the key drivers for business success and the importance of cross-functional cooperation.

Integrated into the simulation is the Herrmann Whole Brain Thinking Technology® (HBDI) toolset. The HBDI® is the world's original and leading thinking styles assessment process that identifies one's instinctive and preferred mode of thinking and learning.

This knowledge translates into an unthreatening and pragmatic understanding of the power of diversity and the utilisation of this knowledge in creating high performance teams as part of the business management process.

How We Do It?

Duration and Schedule - a total of 6-12 Interactive Digital Segments of 90 min each



Learning Process



Macro Learning Intervention Options

1:1 &/Or Group Coaching

Self Driven Intense Reading

Social Learning
(Digital Passports and
Learning Partner Agreements)

Digital Practicum-
Assignments – ALP's



Micro Learning Intervention Options

LMS – Mobile App. Access to
Micro Content

Videos – Audio Learning Shots

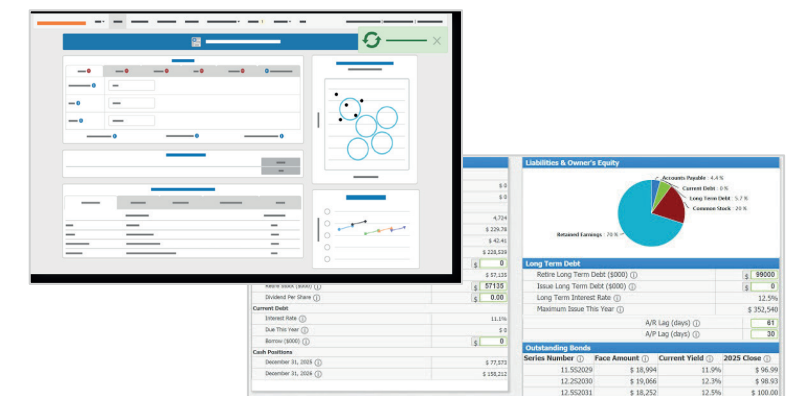
Gamification and A.I.
Based Learning

Articles, Tips, Do's / Don'ts
Digital Cards



Recommended Tool

Victim Cycle Self-Examination



6 SEGMENTS
90 minutes each

Solution Description

BUSINESS ACUMEN keywords and PROGRAMME overview:

The business acumen solution mimics the perfect environment that allows members of different departments to experience each others' areas of expertise.

All this is done in a safe virtual environment whereby mistakes are allowed thus ensuring maximum return on learning.

Furthermore, the business acumen simulation is intended for participants to experience the ill effects of the silo culture. By this methodology, the learning is deeply anchored.

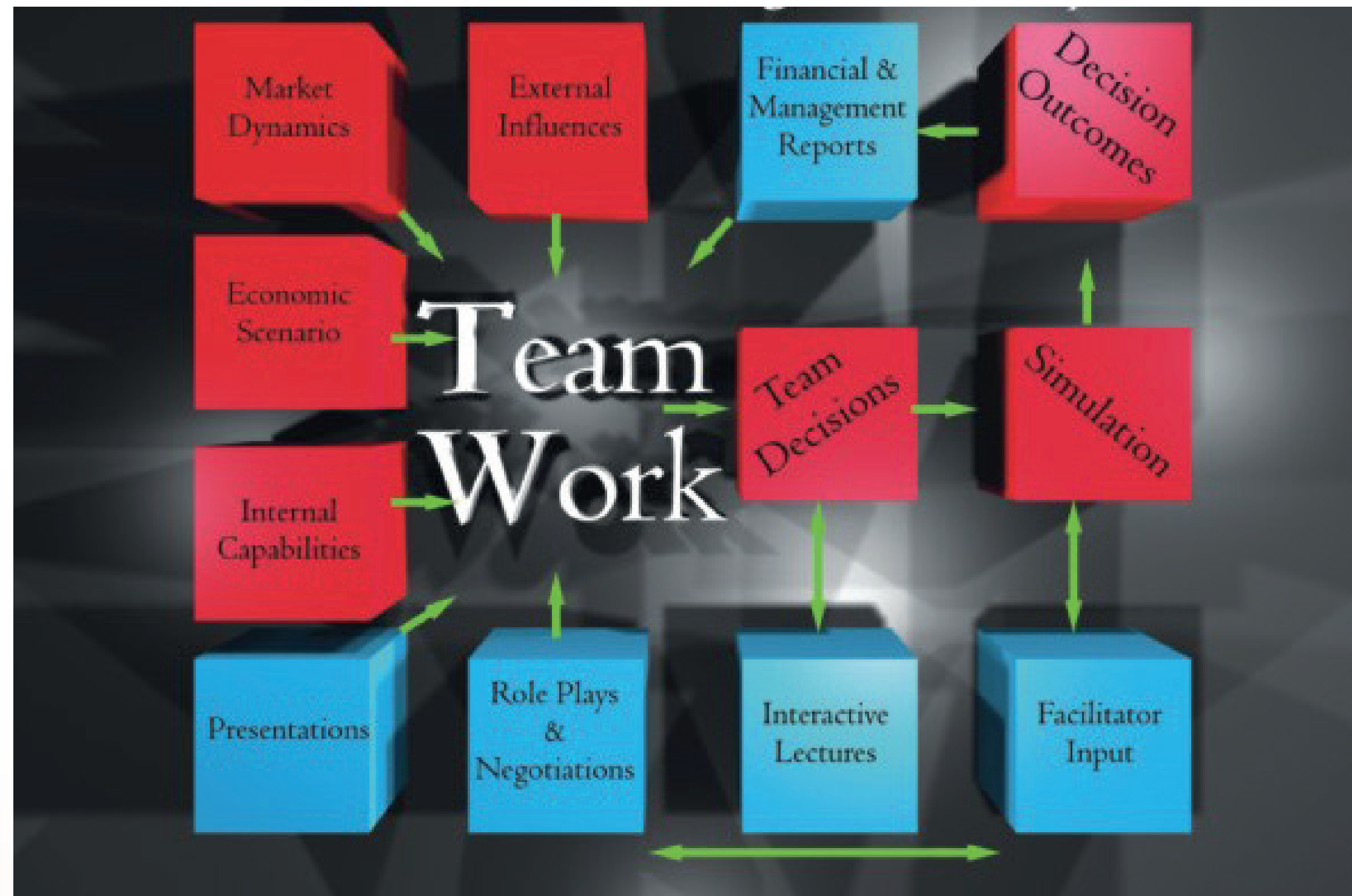
The business acumen simulation is an advanced business skills intervention that uniquely integrates hard business skills with interpersonal and leadership skills. Using experiential learning as a learning methodology the business acumen simulation was designed to provide participants with hands-on experience about management of a business unit.

Key functional business areas are comprehensively dealt from a systems approach:



BUSINESS RESULTS

The instructional design principles underscoring the simulation process identifies clearly defined learning objectives in each module, the flow of which is linked in a progressive manner to the overall programme objectives, work experience of participants and organisational requirements.



The Simulation Process

The business management simulation process follows a well researched, logical flow in the decision-making process of managing a business. This not only resembles real-life situations but also allows for participants to draw on their own personal experience as well as learning interventions undertaken earlier.

Note that participants work in small groups reflecting a management team (with specific responsibilities) as well as interaction with facilitators through role-play. This ensures a serious learning environment rather than “just playing a game”.

The Business Acumen experiential learning process takes participants beyond knowledge and into performance. It allows them to interact with the problems, investigate options, consider possible outcomes and of course implement solutions and evaluate the actual outcomes.

This process includes the practical utilisation of appropriate interpersonal and leadership skills that will typically be required (i.e. negotiating budgets, setting and contracting performance standards, optimising team performance, motivation and leadership).

The programme structure is such that it leads from one learning area to another, always building on previous learning experiences.

The process was designed around a carefully planned set of interactive sub-processes that vary between balancing "hard" business issues, performance requirements, and the interpersonal and leadership requirements for successful achievement of the company philosophy.

Key Learning Outcomes

- Developing business strategies and consequences of active implementation.
- Assessing decisions in respect to being customer and market driven.
- Understanding demanding market environments (adaptable to major markets and customer requirements).
- The importance of decision-making and dealing with organisational and customer diversity.
- Understanding organisational interrelationships and dynamics.
- Cultivating a cross-functional approach to optimising results. Understanding what builds value in an organisation and the key drivers for business success.
- Understanding financial and performance measurement, performance management at all levels.
- Utilising performance management (including the Scorecard principles) as a management tool rather than just 'performance measurement'.
- Linking “hard” business skills with “soft” issues, i.e. Interpersonal skills and leadership.
- Developing an entrepreneurship orientation and taking ownership of business units.

Key Benefits For Participants

Business Acumen workshops are high level learning experiences that are not only practical, but also deliver tangible results:

- Focus on experiential learning. All learning is focused on achieving the required learning outcomes with continuous feedback loops by experienced faculty.
- Highly flexible simulation software that can be adjusted w.r.t. complexity and relevancy for target groups. (The simulation complexity level is fully scalable – this ensures that the appropriate learning is delivered for whatever level of participants in question. This can range from middle managers to senior managers to executive managers, from MBA level academic integration of the various MBA modules to advanced business analysis concepts such as balanced scorecard, etc.)
- Flexibility in presentation formats to deal with specific issues. We can accommodate previous learning, tactical aspects, as well as strategic issues of clients.
- Building powerful teams. The “small team” concept is not only powerful in team building, but entrenches the principle of building small, powerful teams in the workplace.
- High level of customisation for clients, by integrating strategic issues (industry and internally) as well as company specific issues into the simulation. The flexibility of the software allows for most customisation to be normally done free of charge (except if software changes are required).
- Excellent return on investment (ROI). The business acumen simulation reduces out of office time and provides high levels of intensive learning. The programme can also be designed to accommodate external material or programme reference, allowing customers to align and integrate the learning process with their suppliers of choice.
- A focused approach towards whatever sector you operate in, either this is pharma healthcare, technology, banking, FMCG, services or aviation, just to name a few. A wide array of sectors have successfully utilised the experiential learning gained from the business acumen simulation to drive the improvement of business operations and fundamentally improve the way departments and organisations operate.



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