

## *Aligning People Strategy with Business Strategy to Accelerate Growth*



# Develop Business Acumen

Peak Performance Associates, Inc.

### Why is Business Acumen so important now?

Business acumen is now a fundamental skill for all people in business today! Those fundamentals include a basic knowledge of the “cash to cash” cycle, the impact of operational decisions on the financial success of the business and the importance of understanding how each functional area or department “fits” together for organizational growth.

Our business acumen simulations are a powerful way to learn how companies make money. In a hands-on simulation that takes the mystery out of business finance, participants learn how decisions made impact the bottom line and how cash flow affects scarce resources. By understanding this, they are then able to make meaningful contributions to the organization and perform their job more effectively and efficiently.

Ask yourself these questions to determine if developing the business acumen of your employees would be beneficial to your business:

- **Are you asking your people to do more with less?**
- **Is competition getting tougher?**
- **Are key decisions being made at lower levels in the company?**

### Expected Outcomes:

- Develop business acumen at all levels of the organization.
- Build a common vision and language throughout the company.
- Communicate key messages during times of change
- Understand how daily decisions impact the organization operationally, strategically and financially.
- Use resources where they will do the most good
- Identify improvements to business operations systems & processes.



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## Business Reality 101™

Business Reality - 101™ is an intensive, experiential Business Simulation which challenges people to manage their own "Company" over 2 simulated years. This 3-4 hour process engages participants in a case study simulation where they gain understanding of key financial measures, cash flow, managing resources, cost of sales, overhead, accounts receivable and much more.

## Ca\$h Flow Simulations

- **Manufacturing Reality: Ca\$h Flow**
- **Process Reality: Ca\$h Flow**
- **Health Care Reality: Ca\$h Flow**

All the benefits of Business Reality: 101 plus the introduction of team decision making in the "management" of their business. Teams run the business over 3-4 simulated years to improve the operational efficiency and financial indicators of their business.

The introduction of company-specific operational issues highlight and/or mitigate the impact of unforeseen issues.

## Reality Simulations:

- **Manufacturing Reality**
- **Process Reality**
- **Health Care Reality**

The need for a sound strategy highlights the in-depth "Reality" simulations. These simulations focus on integrating both the day-to-day operational focus with the long-term strategic focus of the organization.

These competitive simulations introduce a strong decision making element as teams must compete in the marketplace for sales order while at the same time, determining their investments in Research & Development, operational efficiency, flexibility and quality.

These dynamic simulations are easily integrated into a leadership development program and develop a sound understanding of business acumen within participants.



## Simulations at a Glance

	<b>Business Reality: 101</b>	<b>Cash Flow Simulations</b>	<b>In-depth Reality Simulations</b>
<b>Length</b>	3.5 hours	6-7 hours	2 days
<b># of participants (min/max)</b>	8/none	8/24	12/24
<b>Style</b>	Case Study	Selectively Competitive	Fully Competitive
<b># of simulated years</b>	2	3-4	8
<b>Decision making</b>	Minimum	Many decisions made by team	All decisions made by team
<b>Sales &amp; Marketing</b>	Pre-Determined	Pre-Determined	Compete for Sales in Marketplace
<b>Efficiency</b>	Pre-Determined	✓	✓
<b>Flexibility</b>		Introduced	✓
<b>Research &amp; Development</b>			✓
<b>Quality</b>	Pre-Determined	Pre-Determined	✓
<b>Financial reporting</b>	✓	✓	✓
<b>Key Performance Indicators</b>	✓	✓	✓
<b>Strategic Focus</b>			✓
<b>Operational Focus</b>		✓	✓
<b>Specific Business/Operational Issues</b>	✓ limited	✓	✓

### Quick Facts:

- Board-based facilitated simulations
- Easily tailored and customized
  - *Your key performance indicators*
  - *Your business issues.*
- Train-the-trainer available

### Competencies Impacted

- Decisive Judgment
- Visioning
- Championing Change
- Planning & Organizing
- Driving for Results
- Continuous Improvement
- Teamwork & Collaboration
- Motivating Others
- Customer Focus
- Influencing/Persuading
- Interpersonal Communication
- Account Planning