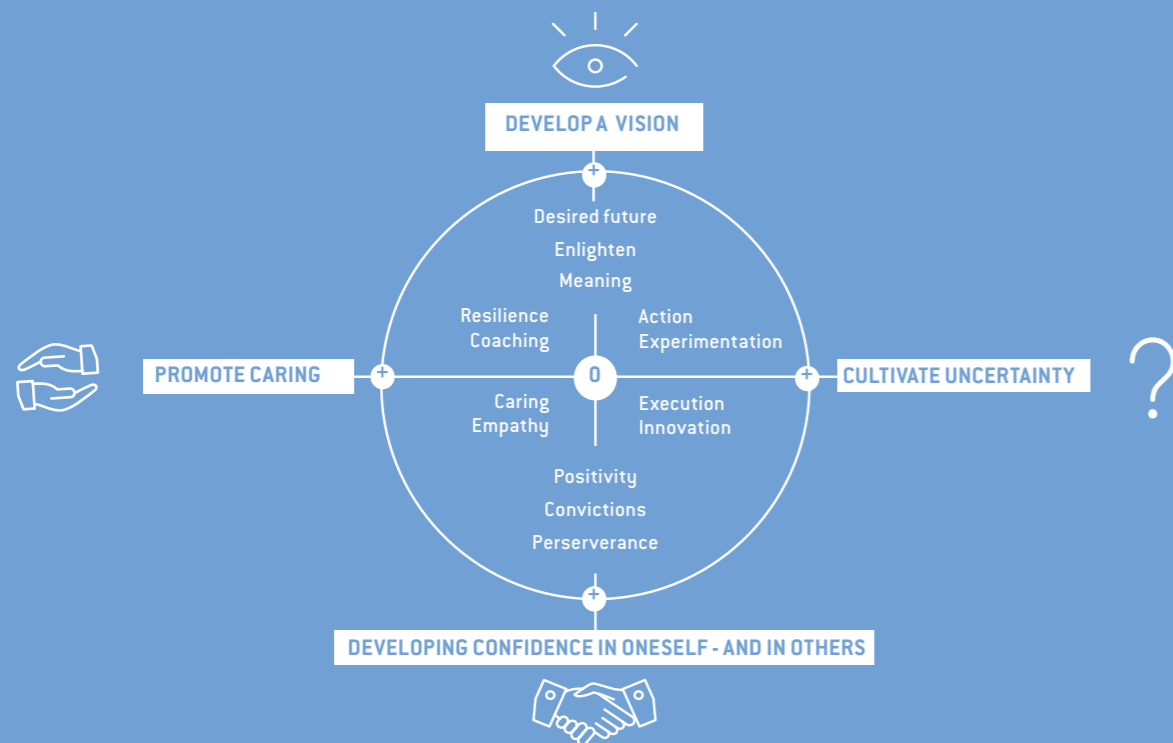


# HORIZON: THE SOLUTION FOR ASSESSMENT TRANSFORMATIVE LEADERSHIP

## The emergence of a new leadership model: a need to drive transformation processes.

Managerial models need to change in order for organizations to cope with the ever increasing pace, scope and nature of transformations. Today we are shifting from a controlled, closed, unchanging and predictable environment to one in which we face unpredictable situations and a future that is unclear, in which, nevertheless, we foresee new horizons. Whereas we previously developed defensive positions and aimed to reduce risk, we now need to introduce disruption, gradually, within organizations. Today, we need to take a firm stand, adopt a proactive and creative attitude and genuinely cultivate uncertainty. Whereas monitoring and control were meant to reduce human variability, today, we need an approach based on empathy and trust. A managerial "letting go" is meant to unleash energy and potential, which properly funneled towards a shared vision, will help organizational transformation thrive.

## The four drivers of transformative leadership by Lincoln.

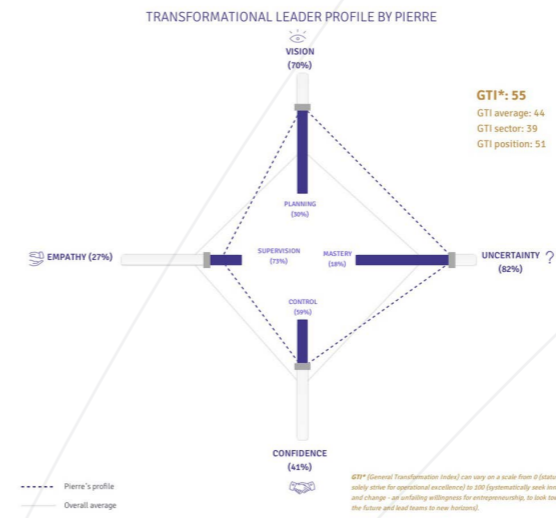
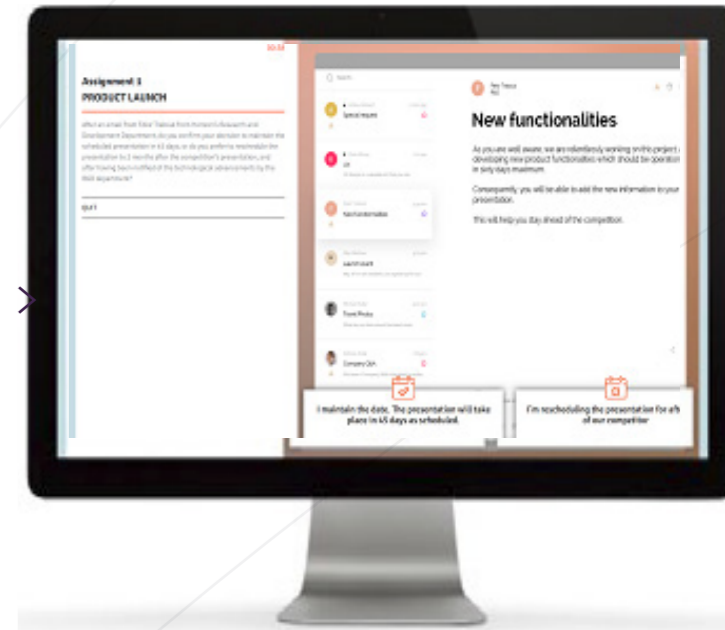


## HORIZON: a Serious Game identifying each person's potential to manage transformations

### THE PRINCIPLE

Horizon is Serious Game positioning Talents on the 4 pillars of transformative leadership. In this scenario, you must complete five missions as the person responsible for new product launches: The challenges to be met when playing the Horizon Serious game are as follows:

- Deciding on the time to communicate to markets,
- Dealing with unforeseen circumstances,
- Knowing how to recover after failure,
- Developing your teams.



### THE RESULTS

As for the options selected and choices made, a transformation leader profile is defined by calculating a specific indicator: the General Transformation Index (GTI). The GTI is a Transformation Management Index, allowing a profile to be positioned on their ability to drive change.

### PLAYING TIME AND ADMINISTRATION

- There is no time limit to complete the Horizon Serious Game. The average time taken is 40-50 minutes. Results will be given to you immediately.
- Administration in SaaS mode.
- Available in French, Chinese and English.

### KNOWLEDGE TRANSFER

The practicalities of the transformative leadership model, the flexibility of the Horizon Serious Game, as well as an active assistant to interpret results mean you can get started quickly (training = half a day) for instant deployment of the solution.

## CONTACT US

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