



## ALLTEL Executive Skills Training

As part of an effort to train “soft” executive skills through application, ALLTEL asked Humentum to develop a simulation that could assist them in determining their level of

1. **political savvy,**
2. **ability to inspire** and
3. expertise in **articulating a clear / compelling vision.**

Top management expressed a concern that their performance evaluation system was not providing sufficient / accurate / reliable information in these three critical areas, and thus wanted to explore simulation as an alternative in identifying developmental needs.

Working with top management, Humentum designed a simulation that leveraged several large scale catastrophes as a means of viewing executive response and strategy implementation tactics to identify prowess in each of these three important competencies. The simulation was found to be an effective tool in determining where developmental resources should be focused and also in engaging participants in a healthy dialog. Many commented that it was a very fun, high energy way of identifying developmental needs.