



THE FIRST COMPUTER SIMULATED
LEADERSHIP WORKSHOP IN ASIA

INVICTUS LEADER
EMPOWERING THINKING MINDS
Scotland · Thailand · India · Malaysia · Singapore

INTEGRIO

BUSINESS
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CREST
ACCELERATING RESEARCH IN EDUCATIONAL, SOCIAL & TECHNOLOGY



Play Gain

AI Leadership Simulation



Play Gain



THE FIRST COMPUTER SIMULATED LEADERSHIP WORKSHOP IN ASIA

These simulations authentically replicate the workplace, although they are more focused, risk-free, and performed in compressed time.

Success in a simulation, just as at work, is achieved not by manipulation, but by consistently applying good leadership and management practices, effective people skills, an integrated strategy, and the targeted functional skills being learned.

This program is a personal experience in which fully involved participants do the learning themselves, while being coached and guided by experts. Their learning is not directed simply at the acquisition of knowledge, but towards practicing and using relevant new leadership skills.

INVESTMENT: RM1490 HRDF CLAIMABLE >>

It's an artificial intelligence powered simulation learning tool. It is game based people analytics that will teach leaders, managers and supervisors to improve team performance.

IT'S REAL WORK, NOT A GAME >>

The simulation AI is based on Reinforcement learning and Bellman algorithms Play Gain learning is new generation multipurpose digital tool that utilize game theory with artificial intelligence (Bayesian People Analytics AI).

Productive Leadership Simulation Learning Game

Play
Gain

OVER TEN YEARS OF RIGOROUS RESEARCH HAS MADE IT POSSIBLE TO SEPARATE THE LEADERSHIP-DNA INTO THE SERIOUS LEARNING GAME.



BAYESIAN PEOPLE ANALYTICS. >>

Our serious game follows the game-theoretical Bayesian People Analytics that utilize the scientific theory of human capital production function.

PRODUCTIVE LEADERSHIP >>

Productive Leadership game is the first digital game environment that reliably simulates the relationship between well-being and productivity at work. It is an analytics tool and learning platform in game format



Game Interface

BY PLAYING THE GAME THE LEADER WILL LEARN HOW TO BUILD A WINNING TEAM. GAME MAKES RELIABLE BUSINESS ANALYTICS



We have three serious game products:

- Best LEAN Boss for easy start
- Productive Leader with certificates
- Performance Analytics for company specific strategy implementation

How we do it?

- AI-powered simulation learning is the key to practice based learning
- First scientifically validated digital learning tool with accurate people analytics
- Simulates behavioral capital meaning to business performance
- Supports learning best-management practices

THE EXPERTISE



- Strategic organization management development
- Testing supervisor's leadership skills and improving them

LEARNING OUTCOMES.



- leadership mental model how to improve team performance in sustainable way
- understanding Quality of Working life as an intangible human asset and production factor
- learning best leadership practices and how to implement most effectively



32 Best Leadership Practices

INCLUDES

1. 32 Best leadership practices
2. With e-learning material and skill tests
3. Workplace problems scenarios
4. Game based problems solving to foster strategy
5. Leadership Certificates
6. Complete approved digital leadership course
7. AI powered HRM-Performance analytics
8. HR-Managers right hand for strategy implementation

OBJECTIVES

- Improves staff performance
- Reduces sick-leaves
- Improves KM strategy implementation
- Increase productivity
- Creates sustainable competitive advantage

WHO SHOULD ATTEND?

Individuals in leadership positions who wish to positively impact the people they serve. CEO's, MD's, CTO's, IT Leaders, HR Mangers, Chief People Officer's and AI enthusiasts

MAINTENANCE

Simulation Includes



Game based problem solving to foster strategy



TIME

AGENDA

9.00am

Welcome and Introduction

Opening the black-box of human capital productivity

Human Capital Production Function

Workshop: HRM-Performance analyze case

Motivation theoretical approach to wellbeing

10.30am

Coffee Break

Measuring Quality of Working Life (QWL)

Case: Analyzing QWL-index from staff surveys

11.00am

Leadership challenge – why leadership matters

Gamification as a psychological driver

Gamifying leadership development

1.00pm

Lunch

Leadership cognitive biases – 9 biases reducing team performance

Management social dilemma

Introduction to Leadership simulation

2.00pm

Best leadership practices (action space)

Workplace problems scenarios (state space)

Simulation workshop competition – learn to avoid biases

3.30pm

Coffee Break

Management Game theory

Manager + AI = Success

Bayesian Simulation Analytics

Management game Q-learning case

4.00pm

Management game predictive AI (Bellman function)

Management AI architecture

Workshop: Make team management yearly plan

Simulation workshop – finding optimal equilibrium of QWL and profit

5.30pm

DISCUSSION AND END with Certificate of Participation

Facilitator Profile

PROF. MARKO KESTI



Prof. Marko Kesti has M.Sc. degree at 1992 Oulu University, Finland of machine design technology. Kesti received Ph.D. in 2012 at Lapland University and became Docent at 2014 in human capital management and productivity.

Prof Marko Kesti (PhD, adj. prof.) has been working at adjunct professor at Lapland University leading the human capital productivity research program. His PhD topic was employee tacit signals measurement and utilizing tacit knowledge at organization productivity improvement. Kesti is now doing research dealing with management related artificial intelligence and digital leadership learning.

HUMAN CAPITAL PRODUCTION FUNCTION >>

Kesti has created the theory of Human Capital Production Function, which explains human intangible assets meaning to business performance.

QUALITY OF WORKING LIFE >>

Also, he has created validated model how to measure Quality of Working Life as a production parameter.





Play Gain Testimonials



*"WE THINK THIS IS A FUTURE PRODUCTIVITY TOOL FOR US", SAYS **RIITTA SIRVIÖ** , DEVELOPMENT DIRECTOR AT SOL. "THROUGH GOOD MANAGEMENT, WE CREATE SUSTAINABLE DEVELOPMENT WHERE WELL-BEING AT WORK IS A COMPETITIVE ASSET", SIRVIÖ ADDS.*

SOL is a capable, innovative and international service industry family business.

We produce diverse cleaning, premises, property maintenance and security services. SOL has nearly 10,000 registered customers and fulfilling our contractual obligations is a matter of honour to us. We already have 11,000 happy SOL employees at your service!



FUTURE PRODUCTIVITY TOOL >>

SOL tests an artificial intelligence application to be developed in the research project of the University of Lapland, modeling the effects of human resource management on wellbeing and the economy.

READ MORE >>

https://www.sol.fi/solisti/puhdasta-asiaa/esimiehet-testaavat-tekoalya/?origin=solisti#.WnQVf1VI_IU