



IMMERSIVE EXPERIENCES BUILD GLOBAL LEADERS

CISL experiences challenge participants at a visceral level to engage with the world differently and embrace new perspectives, which in turn drives profound shifts in behaviours and attitudes.

Each company and participant may have specific learning objectives and outcomes but the Study shows that collectively CISL experiences impact participants broadly and deeply.

BREADTH OF LEARNING

In the graph opposite: respondents assessed their learning across 12 leadership competencies and behaviours identified as important for successful global leadership.



92%

reported developments in leadership skills & competencies

77%

apply learning from their CISL experience on return

79%

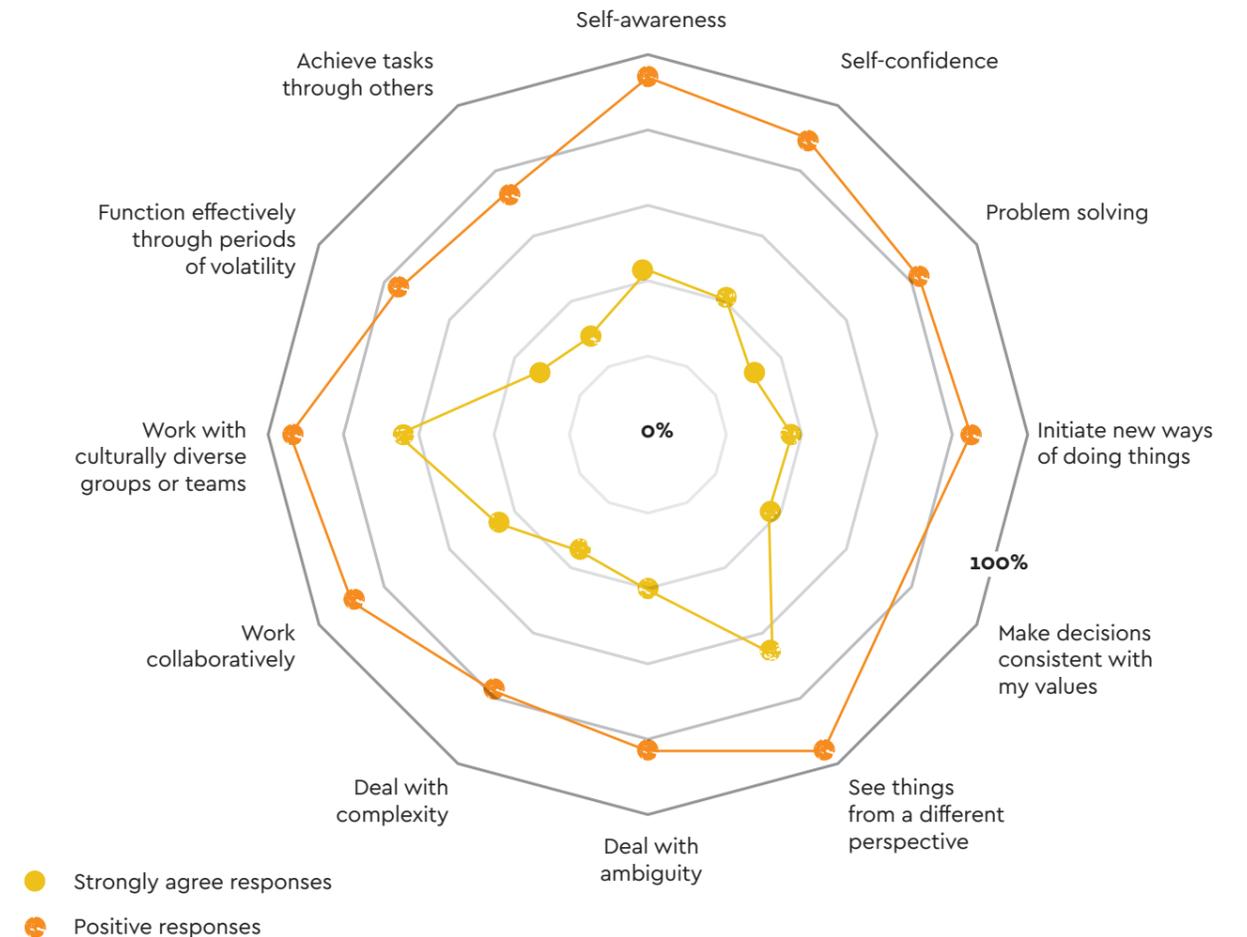
made positive changes to the way that they work

DATA INSIGHTS: The results show strong impact across all areas and are strongest in terms of:

- Seeing things from different perspectives
- Working with culturally diverse groups or teams
- Working collaboratively
- Self awareness

Collectively they show that CISL experiences build the skills and qualities required to drive global success.

BREADTH OF LEARNING



EMERGING WORLD

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The deep level of the learning offered by CISL experiences can be seen in the results to the questions below that align to Kirkpatrick's framework for measuring learning impact.

The model uses different levels to assess the depth of impact of learning interventions. The deeper the level, the more profound is the impact.

Data is normally hard to gather on the deeper levels (3 and 4) but the Study captures this impact well and shows how powerful CISL experiences can be.

DEPTH OF LEARNING

LEVEL 1 - REACTION

How the delegates feel about the assignment



99% have recommended a CISL experience

LEVEL 2 - LEARNING

Improvements in knowledge, skills & abilities



92% identified that their experience led to positive developments in leadership skills and competencies.

LEVEL 3 - BEHAVIOURS

Application of new knowledge, skills and abilities



79% made positive changes to the way they work (77% applied the learning from the experience to the way they work and 55% said the positive changes were observed by others)

LEVEL 4 - RESULTS

Impact of the experience on business success



58% made a positive business impact on their organisation as a result of their insights and learning



IMPACT STORY: At GSK, The PULSE programme offers a unique opportunity for employees to enhance their understanding of the global healthcare landscape, increase energy and motivation, and develop leadership skills and knowledge. PULSE has enabled employees to volunteer in communities around the world since it was launched in 2009.

In 2015, Carissa Vados, Policy and Advocacy Senior Manager travelled to Senegal. The assignment was focused on building strategies for tackling noncommunicable diseases (NCDs) in the country. As rates of infectious diseases (malaria, HIV, etc) decrease, NCDs (diabetes, heart disease, cancer, respiratory illnesses, etc.) are on the rise. These diseases represent a massive threat to the entire health system, but they can largely be prevented and effective treatments exist.

"The PULSE experience taught me the value of cultivating patience in my leadership style. Both at work and in my personal life, I generally understand what goes on in a given day. Landing in Dakar with 40+° weather, giant Ebola warning signs, a variety of unfamiliar languages, and women dressed in incredible multi-coloured cloth, my environment forced me to acknowledge that I was now in a place where I know little about what is to come. Having this knowledge of difference at the forefront of my mind over the 6 month assignment allowed me to look at situations with a fresh mind. I assumed less, I judged less, and I was more curious. I think that combining this kind of human understanding with a long-term, strategic approach to business in a large multinational like GSK will produce the kind of systemic changes we need to see in the world."

