

Case Challenge Overview

Enabling Peak Performance

In this two-hour scenario, a motivated employee is eager to contribute but delivers inconsistent results. Participants are asked to set expectations, deliver tough feedback, and coach the employee for growth over time.



What learners will practice:

- ✓ **Set Clear Expectations:** Define success with clarity, shared ownership, and measurable outcomes. Learners turn effort into concrete goals with milestones, accountability, and business alignment.
- ✓ **Deliver Effective Feedback:** Hold conversations that drive improvement without harming trust. Learners address gaps directly, connect behaviors to impact, and clarify what needs to change.
- ✓ **Coach for Growth:** Support employees in strengthening skills, confidence, and ownership. Learners guide reflection, explore options, and gain commitment for meaningful next steps.

Why it matters

When rising leaders lack these skills, goals drift, performance stalls, and issues linger. Enabling Peak Performance helps managers intervene early, address problems with confidence, and build teams that deliver.



The experience is grounded in practical leadership frameworks, including SMART goal setting, the SBI feedback model, and the GROW coaching approach.

Session Journey

Chapter 1: Clarifying Expectations
Step into your first real leadership conversation with Jordan, your direct report. You'll explore how to set him up for success on a complex project by articulating a clear goal.

Chapter 2: Addressing Gaps
Performance pressure is rising. You'll navigate a candid check-in with Jordan, **balancing support and accountability** as you work through missed deadlines, feedback, and obstacles to consistent results.

Chapter 3: Coaching Performance
With trust on the table, the focus shifts forward. Coach Jordan through setbacks, **build confidence**, and help him commit to a clearer, more resilient path toward **sustained high performance**.

Dynamic, Focused, and Unforgettable

In Abilitie's two-hour **Case Challenges**, participants work in small teams to navigate chapters of a dynamic business dilemma. Guided by expert faculty, they face realistic leadership decisions, reflect on their choices, and apply new insights to build business skills through immersive, hands-on practice.



Play

Immersive, realistic scenarios

Participants step into realistic business scenarios, work in teams to navigate complex, connected decisions, engage with virtual stakeholders, and see how their choices shape the narrative.



Reflect

Guided expert debriefs

With guidance from seasoned faculty, participants review the decisions they made, compare outcomes across teams, and surface the leadership habits and thinking patterns that emerged.



Apply

Transferable insights for the real world

Participants connect their insights to real workplace challenges, identify practical actions they can use, and leave with greater clarity and confidence to apply what they learned.

Why They Work

✓ A living storyline

Decisions unfold within a continuous narrative, letting decisions play out over time and shape what happens next.

✓ A flexible, compact format

Two-hour sessions offer rich, immersive learning that fits easily into busy schedules and can stand alone or integrate into broader programs.

✓ Coaching that sticks

Faculty-led debriefs translate observed behaviors into practical, actionable development moments.

✓ Human-led, AI-backed insights

Our adaptive AI analyzes participant dialogue and decisions to deliver real-time feedback and behavioral insights.

Format Details

2 hours, instructor-led, cohort-based

8+ participants in pairs or small team

Modality: Virtual, or in-person

Facilitator: Abilitie Faculty or Certified Client-internal trainers

Propel your leaders to their potential today

Schedule time to discuss your organization's development goals with one of our experts. hello@abilitie.com