



## GKN Aerospace

# Aerospace Graduates get some simulator time – taking on a Sustainability Transformation

### About Celemi Sustainability™

During Celemi Sustainability™, participants get to experience the greatest challenge in business today by stepping into the driving seat of a sustainability transformation.

### The Scenario

GKN Aerospace is the leading global aerospace supplier manufacturing a wide variety of components and systems for civil, military and space aircraft and helicopters.

Celemi have been working with GKN Aerospace's Global Graduate Program where cohorts get the chance to meet and collaborate several times during the 27-month program, both virtually and in person. In September of 2022, members of the global program met in person in Rotterdam and chose to spend half a day taking on Celemi's brand new simulation Celemi Sustainability™.

The cohort for the session was an international group including Europe and the US from a diverse range of functions and business units within GKN Aerospace.

GKN Aerospace maintains a key strategic focus on sustainability, so this was an opportunity for up-and-coming team members to explore and learn about the topic and discover how they could impact and contribute to GKN Aerospace's sustainability performance. More specifically the experience was a chance to:

- Upskill people's knowledge about what companies can do to become more sustainable
- Experiment with the factors that drive success and failure
- Discover and be inspired by the things GKN Aerospace already does

“Great training, I learnt a lot about sustainability in a company, and the complexity of making decisions.”

### The Experience

The group began with sharing impressions on what sustainability means in a corporate context and how their roles could impact or be impacted by both external influences and GKN Aerospace's existing strategy for sustainability.

This helped participants to pull together their thoughts and ideas into a more well-defined shared scope. It also provided a chance to discover why sustainability was important both to GKN Aerospace as a company and to themselves as individuals.

Moving into the simulation, the group's challenge was to become advisors to a fictional company called Omnia, making decisions on initiatives with the goal of making Omnia a global industry leader in sustainable business.

Each team competed against each other to achieve the best result, a balanced scorecard of success against 9 sustainability KPIs which measure positive and negative impacts to people, planet and profit. With a limited budget, increasing market disruption, and input from internal and external stakeholder groups, the teams faced tough decisions as they tried to balance the potential impacts of action or non-action on both a short-term and long-term time frame.

The teams completed several game years along with an introduction and wrap-up during the half-day experience. The facilitation focused on the concrete actions companies can take to improve their sustainability performance and how those actions impacted

relevant measures in the simulated world. Participants were able to learn about the topic through simulated experience, while debriefs allowed them to socialize, further explore and share their knowledge with others.

### The Outcome

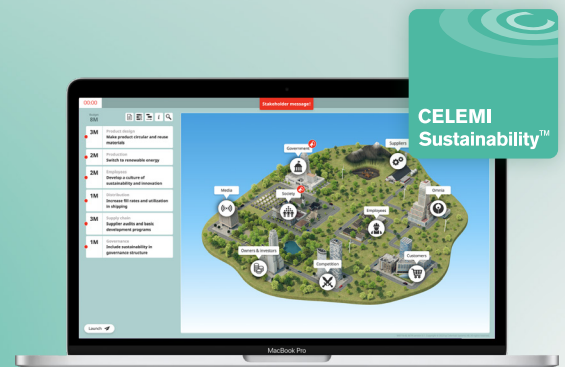
A review of the experience showed that all participants were able to develop a clearer understanding of the overall scope and system of sustainability, how it could be measured, and the role GKN Aerospace can play. Similarly, there was a strong understanding of the correlations between the internal and external stakeholder groups – exploring both who can be impacted by a companies’ actions and who can influence how a company acts.

Participants were particularly positive about their increased knowledge of actions a company can take to improve sustainability performance. This was further re-enforced by a high level of awareness between short-term and long-term impact. Crucially, the participants also reflected on how a company can turn the need for sustainability into business opportunities with over 85% of respondents agreeing that this was a learning outcome for them.

“ My answers might be misleading since I’ve recently graduated and therefore is quite updated on the latest sustainability work and studies. However, I think the tool has great potential and in its current state would be a great tool to spread awareness about the topic to a wider audience within the company.

## Discover how Celemi Sustainability™ can support your people

To discover how a simulation could help your teams build an understanding of sustainability, contact Celemi to arrange an exploration call and demo. Our teams are working with businesses across sectors to help build knowledge, create buy-in for ongoing initiatives, and inspire action. You can also check out our website for more information about Celemi Sustainability™ including videos, case studies and even a chance to make some strategic decisions yourself!





**At a time when companies are looking for every source of competitive advantage, the workforce itself represents the largest reservoir of untapped potential.**

## **The only way to win is with inspired and motivated employees.**

### **Who are we?**

Faculte3 is an education business for business. Our overarching premise is to engage teams to create greater outcomes for the overall organisation. We know that the key to a business's success is not only the great product/service it has, but the people that understand the product/service and the customer it is designed for.

Team engagement happens around collective learning with a topic of interest, a shared sense of purpose; and by using a fun and engaging way to learn. At Faculte3 we pride ourselves on creating a learning environment that not only imparts knowledge in a meaningful way but allows positive actions to occur after the learning is complete.

### **How do we do it?**

We know that businesses have limited time and resources to allocate training, we also know that listening to someone at the front of the room tell you what to do is not the most inspiring way to learn.

We work with you to tap into your team's true potential, providing workshops and simulations on topics that challenge traditional business models - so that you can create a culture of engagement, innovation, discipline, accountability, and high performance.

**changing the way we think about work**

[hello@faculte3.com.au](mailto:hello@faculte3.com.au)

[faculte3.com.au](http://faculte3.com.au)

powered by  
the  
**GreatGame**  
of  
Business®

  
**CELEMI**  
SOLUTION  
PROVIDER

**FACULTE<sup>3</sup>**  
EDUCATE | EMPOWER | ENGAGE

# Ways to learn with Faculte3

**Business Simulation Program** – Apples and Oranges TM – running a business takes several factors – from your supply chain to sales team and everything in between. This simulation allows participants in a team to run a fictitious company – filling in the profit and loss and balance sheet as they go and pausing to understand strategic drivers that affect the bottom line.

**Who is this for?** Any size business that wants their teams to know how their role impacts the bigger picture when it comes to the bottom line. Great for multidisciplinary teams that are often siloed and only see their immediate impact and not how it impacts others. No financial literacy needed to play this game.

**Online / in person 4-8 hours**

*"Apples & Oranges™ successfully supports our efforts to establish a value oriented culture among all employees. That's what will make the difference in performance in the marketplace!" Chief Financial Officer, SBS*

**Sustainability Simulation Program** – A digital simulation that puts the users in charge of running a business with the overarching goals of People, Planet and Profit. Starting with a company report and metrics to achieve, the teams must make tough decisions around what sustainability goals are going to be met and how that impacts their short- and long-term organisational goals.

**Who is this for?** An organisation that is wanting to start the sustainability conversation within their teams / boards, or get buy in on projects from the internal sustainability managers.

**Online / in person 4-8 hours**

*"Great training, I learnt a lot about sustainability and the complexity of making decisions"*  
GKN Aerospace Global

The simulations we choose to work with are;



100% Digital & Collaborative



Engaging, Fun & Interactive



Insightful



Anchored in Research

**Leadership Simulation** – creating high performing teams – this interactive training session takes teams through a digital survival challenge. We give each team player a role to play and create a stressful environment in which the teams need to step up and survive.

**Who is this for?** Pre-existing teams that may not be high performing due to status issues or new developing teams that have a project to complete in a short time and do not have huge amounts of time to develop a team bond.

**Online 3 hours**



*"The journey brought the regional team together and created an inclusive and connective tissue between colleagues. It was a very immersive and energizing journey to facilitate our teams' key learnings of high performing teams, inclusive collaboration and agile decision making all for performance improvement back at work!" General Manager Microsoft*

**Great Game of Business** – an American methodology that gamifies business - we challenge traditional business models and introduce you to a way of running a business that not only improves business results, but the lives of people who drive those results.



**Who is this for?** Businesses that want their teams to think act and behave like business owners.

**Run inhouse over a week.**

*The Game hasn't just impacted the financial results. CEO Michael Redman says "The Game has had a huge impact on our culture; the team is more open to learning and adopting new ideas, and they're now connected to the numbers – they can see how they impact the numbers and have started to think like business owners."*

**Disc Advance** - Using the DISC Advanced platform - our Player Profiling assessment gives a deep understanding of the natural behaviours of your team players and how those behaviours play out on the field. Delivered one-on-one or in team workshops, we debrief the results, share stories, and set action plans - building a culture of trust and mutual respect in the process.

**Who is this for?** Any organisation that wants their teams profiled to measures both the subconscious "real self" and the conscious behavioural styles. This permits evaluation of the impact of the work environment and potential job pressures on the person.

**Half day workshops**

*"DISC ADVANCED® is far superior to the DISC we have been using. The course exceeded my expectations – best training I have had in this role." Tammy McCartney Education Officer*