

The Chocolate Factory™

A leadership simulation for organizations that need alignment, shared behaviour standards and stronger collaboration during integration and change.



Most leaders agree that culture matters. Far fewer can see, in concrete terms, how their own behaviour builds it, weakens it or distorts it under pressure.

The Chocolate Factory™ makes those mechanisms visible. Participants experience how leadership choices, team dynamics and organizational norms influence collaboration, accountability and results, then use that insight to discuss what the business needs more of, less of and no longer at all.

The Chocolate Factory™

• Who is it for?

- Leadership teams working through integration, restructuring or cultural alignment
- HR and business leaders supporting change initiatives
- Senior specialists and key talent with cross-functional influence
- Cross-functional groups that need a stronger shared understanding of how behaviour shapes outcomes

• What will you learn?

How to create more consistency between stated values and actual behaviour

- How leadership behaviour either accelerates integration or quietly sabotages it
- How to strengthen collaboration and accountability across team and functional boundaries
- How to use culture as a performance enabler, not a side conversation

• What to expect?

- A high-energy, simulation where participants experience the impact of leadership behaviour on culture and outcomes in real time
- A safe setting for discussing difficult but familiar dynamics: silo behaviour, disengagement, mixed signals, weak collaboration or unclear accountability
- Structured debriefs that connect the simulation to the organization's real business context
- Practical reflection on what leaders need to model, reinforce and stop tolerating

• How is it delivered?

FORMAT

In-class

DURATION

4 hours

COHORT

Groups of 18 to 50 participants