



BRIDGE THE BREACH
INSTITUTE
...to your excellence

BRIDGE **the** BREACH

Closing the gap between
learning and workplace
performance through
**immersive competency
development**

Performance Focused Learning

Interactive Workplace Simulations

Behavioral Competency Development





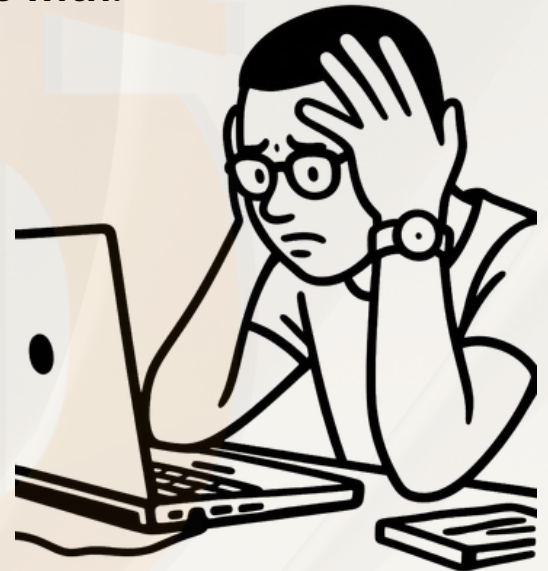
THE PROBLEM

Training improves knowledge.

But knowledge alone does not always improve workplace performance.

After training, many organizations still struggle with:

- ⚠ Communication breakdowns
- ⚠ Weak accountability and ownership
- ⚠ Poor collaboration across teams
- ⚠ Ineffective decision-making
- ⚠ Feedback and conflict challenges
- ⚠ Low workplace professionalism
- ⚠ Inconsistent execution
- ⚠ Employees knowing what to do, but struggling to apply it consistently



Workplace competence is not built through information. It is built through repeated practice, decision-making, feedback, and application in realistic workplace environments.

That gap between learning and actual workplace behavior is what we focus on closing. **Our approach focuses on helping learners repeatedly apply workplace skills in low-risk realistic work environments, measure their proficiency, and identify development gaps—turning learning into observable workplace behavior.**

WHAT WE DO

Bridge the Breach is a workplace competency development platform focused on helping individuals and organizations strengthen practical workplace capabilities through immersive and performance-focused learning experiences.

We combine:

- ✓ Workplace simulation
- ✓ Scenario-based learning
- ✓ Behavioral assessments
- ✓ Professional development pathways
- ✓ Micro-learning experiences
- ✓ Interactive learning systems
- ✓ Competency reporting

to help learners actively practice and strengthen workplace competencies in realistic contexts.

Some of our core competency areas include:



The learning experience is interactive, practical, measured and performance-focused rather than passive or completion-based.

HOW THE PLATFORM WORKS

- 1 Learners access structured workplace competency learning pathways starting with baseline assessment.
- 2 They learn concepts in focused micro-lesson sessions.
- 3 Learners then step into immersive workplace simulations and actively make decisions, solve problems, see consequences and apply professional judgment throughout the experience.
- 4 Competencies are measured continuously through interactions, activities, responses, behavioral choices, and scenario engagement.
- 5 At the end, learners complete summative assessment and receive:
 - Completion certificates
 - Personalized competency reports
 - Performance insights
 - Strength and development analysis

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Competency Development Program — Baseline Assessment

A structured competency-based evaluation measuring how individuals apply critical workplace skills in real scenarios, providing data-driven insight into strengths, development gaps, and areas for growth.

This assessment is not a personality test and not a quiz. There are no obvious right or wrong answers. We want to understand how you naturally think and behave, not the answer you think we are looking for.

Each question places you inside a detailed workplace scenario and asks you to identify the **MOST EFFECTIVE** response and the **LEAST EFFECTIVE** response from four options. Read carefully and trust your instinct.

At the end, you will receive a personalised workplace competency report that identifies your current strengths, specific development gaps, and practical recommendations for your growth.

50 seconds per question The timer begins the moment each question loads. If time runs out, the question is submitted automatically.	Two selections per question Choose one MOST EFFECTIVE and one LEAST EFFECTIVE option. Continue activates only when both are selected.
Scenario-based format Each question is grounded in a realistic professional situation. Read the full scenario before selecting.	Your report awaits After completing all questions you receive a detailed personalised competency report with your scores, insights, and development focus areas.

Start Assessment

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POWER OF SILENCE & WAIT TIME

Drag the slider to each icon to learn more

The Pause (After They Speak)

Wait 3-5 seconds after someone finishes to ensure they're truly done. This encourages elaboration and shows you're listening, not just reacting. Count silently to three, maintain eye contact and open body language, and resist the urge to speak. When an employee says "Phase 1 is done" and you pause three seconds, they might continue with "Actually, I'm worried about the Phase 2 deadline"—the pause revealed what mattered most.

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COMPETENCY REPORT

ACTIVE LISTENING **Deborah Oladele** **63%** **Emergent**

Generated On: Thursday, December 18, 2025 Total Time Spent: 1 hour 5 minutes Total Time Spent in Simulation: 15 minutes

Overall, you demonstrate steady and reliable listening ability, combining presence and understanding to navigate most communication situations effectively. Key gaps remain in sustaining focus during emotionally intense conversations, managing silence without discomfort, and setting aside personal biases that filter what you hear.

STRENGTH AREAS - You consistently used paraphrasing and reflective listening to confirm understanding and make speakers feel heard. - You showed good judgment in asking clarifying questions at appropriate moments rather than making assumptions about speaker intent. - You demonstrated awareness of both verbal and non-verbal communication signals, using body language and tone to better understand the complete message. RECOMMENDATION: In your next challenging conversation, focus specifically on listening for the emotions and concerns behind the words, not just the surface content—this will deepen your connection and understanding.	DEVELOPMENT AREAS - Develop greater comfort with silence and pauses in conversation. Resist the urge to fill every gap, as pauses give speakers time to think and share more deeply. - Strengthen your ability to stay present during emotionally intense conversations without becoming defensive or mentally preparing counter-arguments while the other person is still speaking. - Work on identifying and setting aside your own biases and assumptions that might filter or distort what you're hearing from others.
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This report is intended for developmental use and may be shared with your manager, coach, or learning facilitator to support your growth.

Every course is intentionally designed to encourage active engagement, reflection, workplace application, behavioral improvement, and professional growth.

WHAT MAKES US DIFFERENT

VS

TRADITIONAL eLEARNING

- ❌ Passive video watching
- ❌ Completion-focused
- ❌ Information-heavy
- ❌ Limited behavioral measurement
- ❌ Minimal practical application

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- ✅ Interactive learning and active engagement
- ✅ Competency-focused development
- ✅ Scenario-based workplace simulations
- ✅ Behavioral measurement and reporting
- ✅ Real-world application and execution

Our platform does not simply measure course completion.
It measures demonstrated competency.



Learners are required to actively participate, think, respond, decide, apply judgment, see consequences and engage with realistic workplace simulations throughout the learning experience.

This creates stronger retention, deeper engagement, behavior change and more meaningful professional development outcomes.



WORKPLACE PERFORMANCE OUTCOMES

Organizations experience measurable improvements across people, teams, and performance



Stronger Workplace Communication

Reduce misunderstandings, unclear expectations, and collaboration breakdowns.



Improved Employee Accountability

Help employees take stronger ownership, follow through better, and execute more consistently.



Decision-Making Under Pressure

Develop employees who can think critically and respond effectively in real workplace situations.



Employee Retention & Development

Employees stay engaged where meaningful professional development exists.



Stronger Performance Visibility

Behavioral assessments & competency reporting help firms identify strengths, gaps, and development priorities.



Reduced Workplace Friction

Improve culture, professional conduct, emotional intelligence, and interpersonal effectiveness.



Professional Growth and Better Employee Readiness

Employees build workplace confidence. Support graduate trainees, interns, and early-career professionals with workplace-ready competencies.



Stronger People. Stronger Performance. Stronger Bottom-Line

TRUSTED BY ORGANIZATIONS VALUED BY PROFESSIONALS

Some organizations we have worked with:



We supported their employee development efforts by onboarding their team onto our learning platform, providing access to competency-based learning experiences designed to strengthen workplace effectiveness and professional capability.



We facilitated workplace competency training for Grazac's tech talent community, helping emerging technology professionals strengthen the communication, collaboration, problem-solving, and professional skills required to thrive in today's workplace.

What some of our learners are saying:

"I can now use frameworks like LARA to receive and give clear, actionable feedback and I understand what truly makes feedback effective, from objectivity to psychological safety. I was able to learn in a very practical and realistic way. Not too lengthy and theoretical. The hands-on practice made this stick in a way traditional learning never does. There was balance and deep understanding of what was being taught. Very explanatory too. I really loved it and the mode of teaching."

- Oparinde Christianah Oluwafunmilola

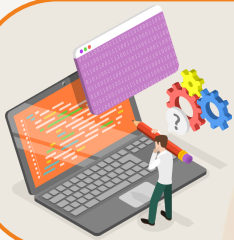
"The decision-based format made me genuinely think through my choices rather than just absorbing information. What stayed with me is that the simulation-based approach will stick longer than anything I might have read or watched. I already have specific situations in mind where I will use these techniques. This active listening course is an eye-opener for better understanding of communication, the power of silence, wait time, and the barriers we put up in listening without realizing it."

- Odeyemi Adenike Salimot

IDEAL USE CASES & ACCESS POINTS

Our platform is suitable for:

- | | |
|---|---|
|  Graduate trainee programs |  Workplace communication development |
|  Employee onboarding and workplace readiness |  Team performance improvement |
|  Leadership and professional development initiatives |  Customer-facing workforce training |
|  Volunteer and youth development programs |  Behavioral competency assessment |
| |  Performance improvement |



The platform is especially valuable for organizations looking to strengthen not just technical capability, but the behavioral and professional skills and competencies that drive long-term workplace success.

Access and engagement options include:

- | | |
|---|--|
|  Team onboarding programs |  Cohort-based learning access |
|  Pilot learning programs |  Workplace competency assessments |
|  Company-wide learning access |  Volunteer & graduate trainee development |
|  Corporate training |  Campus ambassadors development |



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NEXT STEPS

Interested in exploring how this can support your team?
We would be glad to discuss a pilot cohort, workplace assessment,
or team onboarding structure with you.



Send us a mail

corporate@bridgethebreach.com



Try our demo learning experience

[Active Listening](#)



Give us a call

+234 8138696284



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www.bridgethebreach.com



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*Thank
you*