

KOULY INSTITUTE

Beyond Leadership



COMPANY
PROFILE - 2017

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Who Are We?

Kouly Institute

PURPOSE

The Kouly Institute exists to help organizations and people grow holistically through impactful learning programs and experiences so that they can achieve outstanding growth and fulfillment.

We believe that the primary role of leadership - purposeful leadership - is to mobilize people and organizations towards growth that enhances the experience of holistic sustainable success.

Kouly Institute through its learning executive programs, publications, events and research leads high performing executives towards their organizational and personal purpose. The Institute then provides the tools and skills necessary to turn this purpose into strategies for growth and success.

People with a clear sense of purpose experience success in a more fulfilling way. Organizations with a clear purpose, a leadership culture and an intelligent adaptive strategy exponentially outperform the rest. That is the power of purposeful leadership.

HISTORY

The Kouly Institute is a think tank of research and capacity building that grew out of the scholarly work of its founders at Harvard and Princeton universities. The purpose of the Institute is to re-define leadership and strategy from a global and inclusive perspective.

APPROACH

The approach that the Kouly Institute takes is inspired by the way leadership is defined and taught by some of the world's greatest thought leaders at Harvard. Michael Kouly, who studied and taught at Harvard and Princeton, brings more than 30 years of international corporate experience in practicing and researching leadership in a global and multicultural context to his programs. The style that the Kouly Institute adopts in designing and delivering its programs of learning is also unique in the way it blends experiential learning, simulations, theory, coaching and practice to deliver the profoundness of what leadership really means.

Our Core Values Are



AUTHENTICITY

We believe that authenticity brings out uniqueness that creates distinguished value



INNOVATION

We believe that innovation is the key to survival and growth. Without innovation failure and demise are certain.



ENTREPRENEURSHIP

We believe that entrepreneurship creates new horizons of possibilities of growth.



PRACTICALITY

We believe that ideas have to be practical so that they can create value and progress.



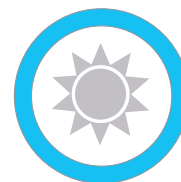
INTELLECTUAL RIGOR

We believe that only through the deep understanding and commitment to excellence can intellectual rigor be achieved.



INCLUSIVENESS

We believe that we are all connected and that together we can grow better.



LIFE-ENHANCING PURPOSE

We believe that in the end the ultimate purpose is to make life better to all stakeholders.

VISION

A global community led by people empowered with leadership skills to grow in a changing and complex world.

OUR RESEARCH

Our research work acts as the backbone of all of our activities. The content is frequently enriched with in-depth and up-to-date studies and observations; which are used in the simulations and advisory services. This research is also contributing to a variety of publications.

12 Resons Why The Kouly Institute Is Of Unique Value For Your Organization



Your organization will get the benefits of the unique combination of values that we bring together in each module, the encapsulating style of delivery and the depth and pracicality of the content.

01

Kouly Institute has been consistently providing the highest rated leadership program according to the feedback of its participants. The participants constantly want more of our top quality multi- disciplinary content and unique delivery.

02

Our deliverables consistently exceed expectations as shown in the feedback of the participants in our programs.

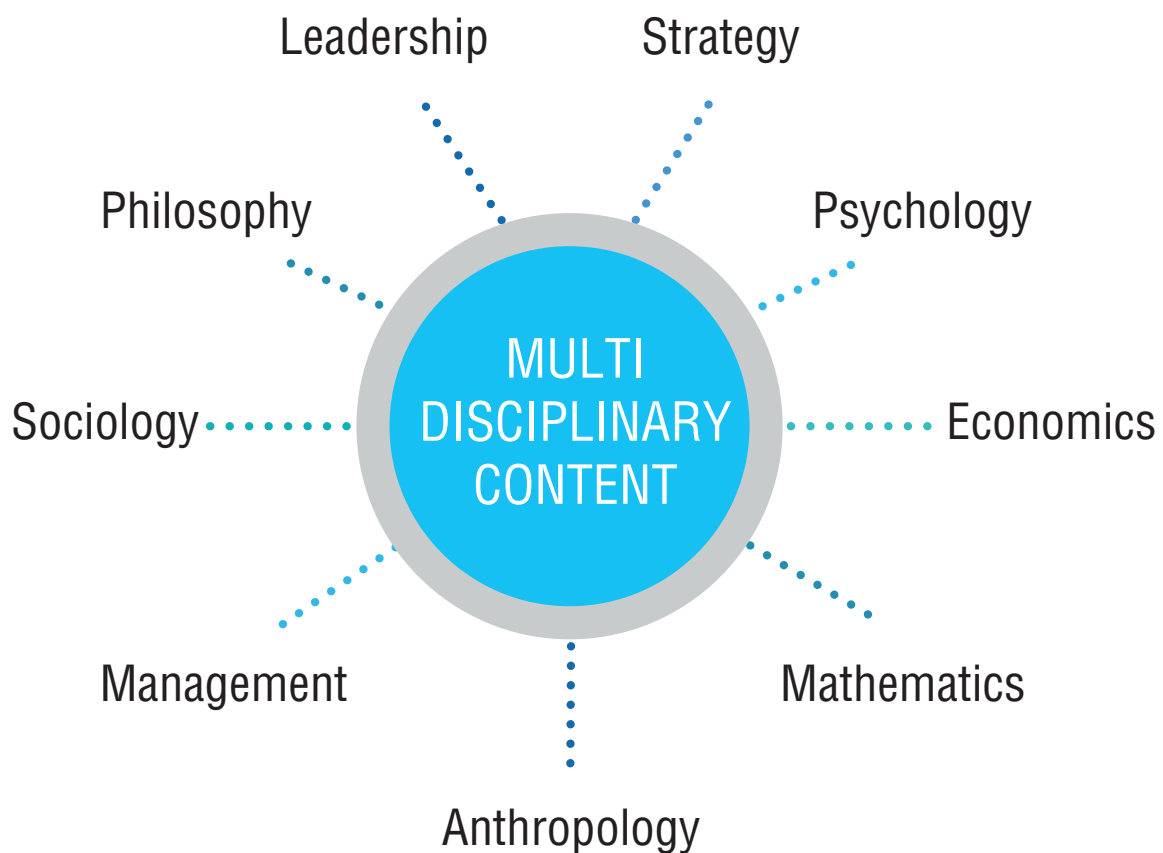
03

Double the standard value is usually given in terms of actual learning hours that reach about 15 learning hours per day.

Multi-Disciplinary Content

The content of the programs comes from the following fields: Leadership, Strategy, Psychology, Sociology, Management, Philosophy, Economics, Mathematics and Anthropology.

The content is also built on the research that the Kouly Institute - Michael Kouly - has been conducting for his upcoming books on leadership, Strategy and Purpose.



Why Us?

04

World-class educational foundation through a profile that uniquely includes the combination of Harvard Business School, Harvard Kennedy School of Government, Princeton University, University of Michigan, Maastricht University and others where Michael Kouly was educated and taught.

05

30 years of international business experience covering more than 20 countries and a CEO, board member and chairman of several organizations.

06

Seven years of experience in creating and leading leadership academies worldwide: Middle East Leadership Academy, Central Eurasia Leadership Academy, and Southeast Asia Leadership Academy.

07

Practical knowledge from leading thousands of staff in multiple organizations with a combined revenue of billions of dollars.

08

More than 12 years of a proven track record of training international executives in the Middle East, Europe, Asia and the United States.

09

Continuous learning beyond the duration of the executive programs as part of a growing alumni community.

10

Customized content, exercises and delivery as per the composition of the participants and their background.

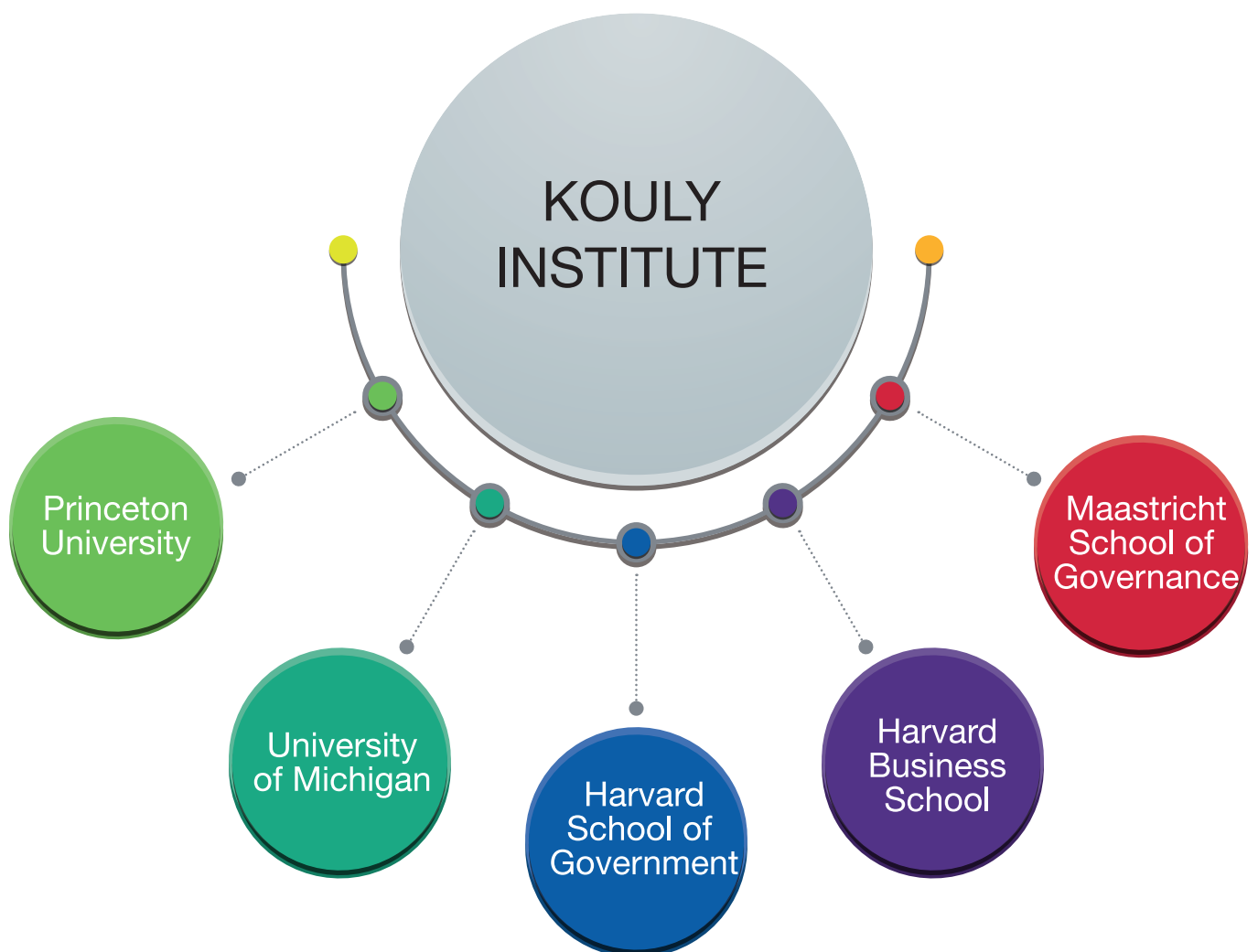
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Cultural sensitivity towards the participants.

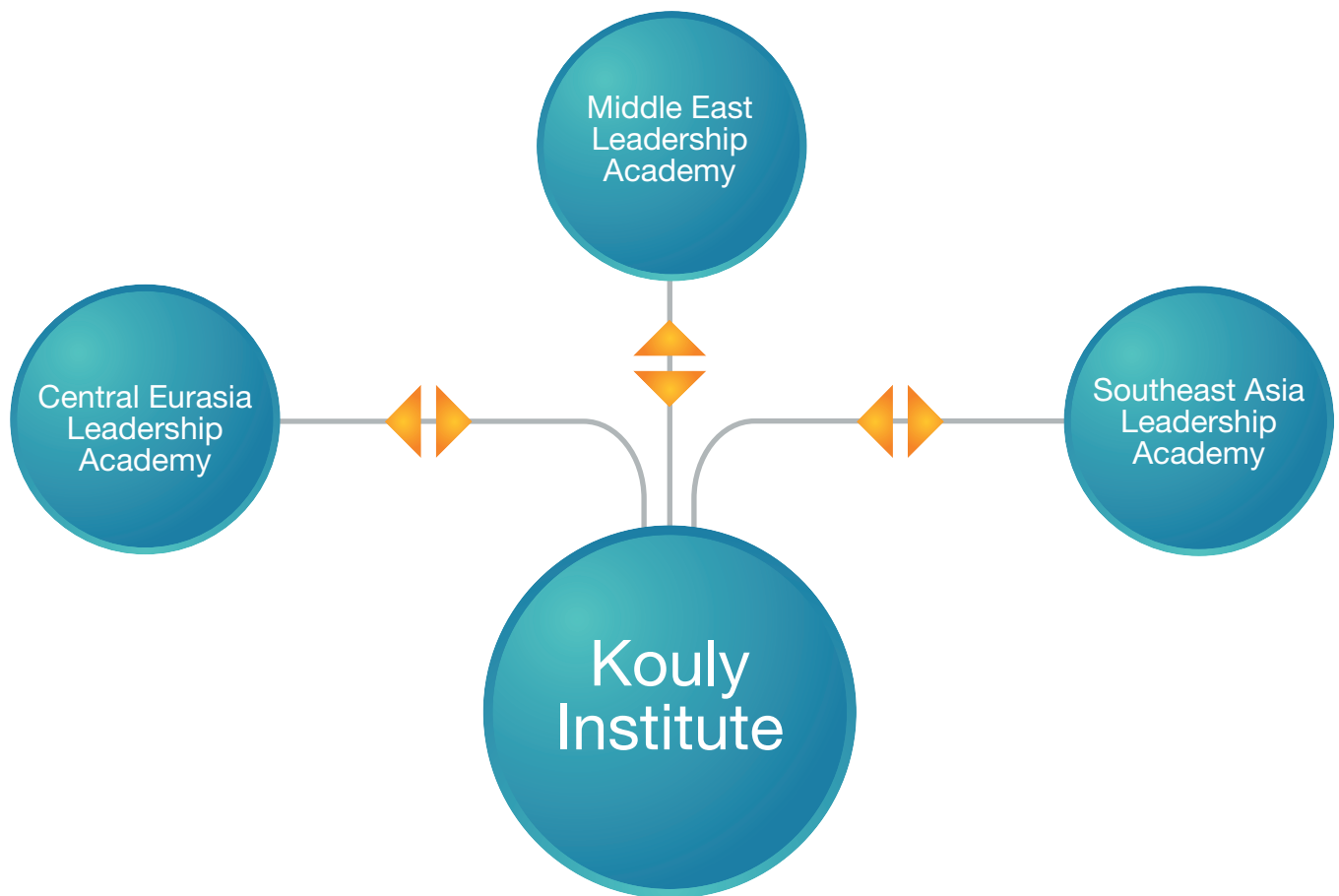
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Fellowship with the World Bank

Multiple Schools of Thinking



Experience in Leadership Academies



Michael Kouly



From as far back as he can remember, Michael Kouly has been fascinated by the art of leadership. He has spent his life learning about leadership, purpose and strategy at the world's top schools, including Harvard and Princeton. He has practiced leadership as a CEO for organizations such as: Reuters, Orbit Corporations, and Cambridge Institute for Global Leadership for more than 30 years in 22 countries. He is also an advisor to state leaders.

Michael is a World Bank Fellow, author and keynote speaker about leadership, strategy, purpose and international politics. He is the founder of the Kouly Institute and the creator of our Executive Programs, which have been delivered to thousands of top business, NGO and government leaders worldwide.

From a Reuters journalist reporting about various wars to a senior international executive, Michael's 30 years in the corporate life provided him with the practical experience of leading and mobilizing people across the world.

Michael dedicates his time to various non-profit organizations such as the Middle East Leadership Academy (MELA), Central Eurasia Leadership Academy (CELA), and South East Asia Leadership Academy (SEALA).

His life's purpose is to enhance the awareness of people, organizations and countries about leadership dedicated to creating a better life together.

Our Dedicated Team



Sandra Ficani
Director of Operations

Sandra has more than 16 years successful track record in growth development, marketing and supply chain management. She started her career in a maritime company where she led marketing and operation departments. She then progressed within the Group to hold other key positions in export and growth development.

In 2008 Sandra moved to Paris where she pursued her MBA and worked as a marketing and business development consultant for multinational organizations as well as local companies in France and Lebanon.

Sandra is currently Director of Operations at the Kouly Institute. Sandra has an MBA in International Business from Ecole des Ponts Business School-ParisTech and a Bachelor degree in Business Administration - double major Management & Marketing from the Lebanese University. She is a guest speaker at the University of Strasbourg where she speaks about topics related to supply chain management.

Sandra enjoys traveling and cooking and has a particular interest in decoration and interior design.



Marwa Itani
Research Associate

Marwa Itani has a Master's degree in Psychology from the American University of Beirut with over six years of work experience. She received her undergraduate degree in Communication Arts with a minor in Psychology from the Lebanese American University and was presented with the President's Award for her academic excellence and her community involvement.

Marwa contributes to the creation of proprietary content for our leadership publications and our executive programs.

On a more personal level, Marwa has been swimming competitively since she was 9 years old. She is a sports fanatic and loves anything to do with nature and the outdoors. She also greatly enjoys the theater.



Lama Maani Affiliate

Lama has over 14 years of business experience in brand management and business consulting. She has extensive experience working for Fortune 100 companies, both headquarters and distributors out of New York, Dubai and Amman including L'Oreal, Procter and Gamble, Nestle and Pfizer. Lama's experience includes leading a multifunctional team to manage and run a multi-million-dollar marketing budget for billion dollar brands.

Lama holds a BSc. in Finance and Economics from Babson College and an MBA with distinction from London Business School.

Lama enjoys travelling, painting, baking, doing crafts and reading to her children.



Sandra Hourani Affiliate

Sandra is born and brought up in Dubai, pursued her undergraduate studies in Beirut at the American University (AUB), and subsequently obtained a Master's degree in Economics at Tufts University in Massachusetts and auditing at Harvard University in Cambridge, MA.

Sandra started her professional life in 2007 at Bank Audi, a prominent establishment in the banking sector. Her career path covered a myriad of functions and domains that included reengineering and restructuring of financial systems and policies and procedures, design and implementation of financial operating models, financial budgeting and planning, project management, procurement and supply chain management.

While maintaining a profession in banking, she was involved in academic domain, aiding in formulating and researching topics about leadership, dynamics with authority, organizational behavior and others.



Soughit Abdelnour

Affiliate

Soughit is the Talent Attraction and Acquisition leader at Deloitte Middle East. As Regional Human Resources Director and a seasoned HR generalist she holds responsibilities across executive recruiting, succession planning, employer brand, campus programs, as well as providing HR advisory services to 15 countries within the Middle East network.

Soughit works with business leaders and talent to build world class HR and recruitment tools and capabilities and create cross-border alignment within Deloitte. She has significant experience operating at a senior level within a global matrix organization. Prior to joining Deloitte, Soughit led the Internship and Placement Office at the Suliman Olayan School of Business, part of the American University of Beirut. Earlier she was Group Head of Recruitment and Selection at Bank Audi, a leading regional bank.

Soughit is a graduate of the American University of Beirut; she holds a Master's degree in Human Resources Management, minor in Business Administration and major in Archaeology. She has been serving as a Judge in MIT Enterprise Forum Pan Arab Startup Competition for the past two years consecutively. Soughit is a frequent speaker on topics relating to Talent Attraction, Talent Development and Retention. Among the training courses she has completed are High Impact Leadership – Deloitte University and Exercising Leadership and Mobilizing People and Organizations, and Managerial Leadership and Change.



Mary Shammas

Content Design

Mary is a research fellow at the Kouly Institute and part of the content creation and design team.

She holds a Bachelor's degree in advertising and a Master's degree in Fine Arts. Her experience as a visual artist stretches over thirteen years.

During her free time Mary likes to read, listen to music, paint or go to that particular theme park that has the most extreme games.

Our Clients & Alumni

(Sample)

Testimonials



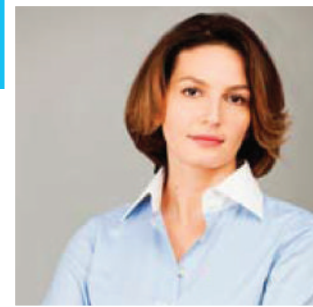
Joyce Hayes (Harvard University)
Mission Operations- **NASA**

"I had the pleasure of getting to know Michael at Harvard's Kennedy School of Government. Every now and then, we are fortunate enough to meet someone so spectacular that it is humbling to be with them, Michael Kouly is one of those exceptional people. Michael's integrity, humanity and complete conviction that we as individuals can make the world a better place, set him apart. Michael's first class academic credentials combined with his own leadership skills make him a masterful teacher."



Bassem Sabra
Regional Brand Manager – **Pepsico**

"I attended leadership courses in my academic and professional career, but nothing compared to this Simulation. During the 4 days, every session was more amazing, intense and deeper than the previous. The Simulation took me to a new level and dimension in my professional and personal thinking. It is something I will always remember."



Mari Chirinashvili
Regional Manager of Central Europe & CIS Region - **FlyDubai Airlines**

"I found ME in me. After attending numerous trainings and courses, I thought I knew exactly what leadership really meant. Until, I attended the Simulation which turned my professional and personal life upside down."

Get ready for the deep dive into yourself to know your patterns and your strengths, and therefore become a better leader."



Kakhaber Kuchava
Parliament Member

"I wish every single person would have the opportunity to go through this amazing experience to become better, not only for themselves, but for everyone around them. The world would be a much better place to live in. This simulation is nothing like you'll be taught in any high ranked university or leadership training courses. Attending it is a MUST!"



Nicolas Semaan
Regional HR Manager - **Nestle**

"This Simulation is not like any of the seminars I've attended before; it really challenges you mentally and opens your eyes on your own 'default setting' with plenty of direct and free feedback that can take you on an emotional roller coaster! By the end of it, when you put all the pieces together, you will view leadership in a different perspective and probably identify what you value most in life."



Youssef Salloum
Regional HR Director - **Goodyear**

"The simulation on Leadership by Michael Kouly is as advertised, life changing and an awakening to the psychology of leadership."

KOULY INSTITUTE

Our Learning Programs

CATEGORY ONE

CEOs
Senior VPs
Boards of Directors



Mobilizing for Strategic Growth: How to Remarkably Lead Organizations on the Global Stage



Mobilizing for Strategic Growth: How to Remarkably Lead Organizations on the Global Stage

TARGET AUDIENCE

CEOs, Senior VPs and
Board of Directors

This learning program is an advanced learning experience that explores the unique challenges that global leaders face when they expand their organizations across markets, geographies and other boundaries.

This 3 to 5 day interactive learning program focuses on the imperative of leaders establishing a clear and coherent purpose, strategy and culture that allows them to guide and mobilize their organizations through unpredictable environments and to seize opportunities.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Develop a systemic mindset to fully understand how complex organizations operate
- Enhance business political awareness potential by understanding internal and external political landscapes
- Build partnerships and alliances inside and outside of an organization
- Further comprehend existing business realities, challenges and opportunities through deeper, holistic interpretation
- Uncover and cultivate business-political alliances that are critical to excel at executive levels
- Lead through anticipated and unexpected dangers, crises and organizational resistance
- Cultivate a strategic mindset to apply multi-cultural landscapes
- Understand how the world's top CEOs, leaders and experts manage a business system's expectations, neutralize threats in an optimal way and maintain long term alliances

DELIVERY STYLE

This is an interactive program on Mobilizing for Strategic Growth: How to Remarkably Lead Organizations on the Global Stage. Participants will learn through a variety of methods including:

- Group discussions
- Role plays and simulating real life situations and response assessment
- One-on-one coaching
- Written exercises in which you will apply key concepts
- Question and answer sessions
- Examples and case studies
- Theory and its practical application

Thinking as One: Executive Leadership & Strategy Retreat



Thinking as One: Executive Leadership & Strategy Retreat

TARGET AUDIENCE

Top & Senior
Management

Thinking as one creates an optimal environment for leaders to gain deeper organizational understanding of current business context and realities. It equips them to navigate through challenges by advancing their organizations in a collective way.

This one to three-day interactive learning retreat will enhance leadership capabilities and introduce new perspectives on dealing with disruption and change.

The goal of this learning retreat is to equip leaders with a range of new techniques that will help them to:

- Identify core internal and external challenges and convert them into opportunities across areas of culture, performance, purpose and strategy
- Create an atmosphere of trust, bonding, team building and commitment to devise innovative solutions to some of the most common challenges
- Provide enhanced business models for future progression
- Build long-term coalitions that work across organizational boundaries

DELIVERY STYLE

This is a retreat on Leadership and Strategy. Participants will learn through a variety of methods including:

- Group discussions
- Role plays and simulating real life situations and response assessment
- One-on-one coaching
- Written exercises in which you will apply key concepts
- Question and answer sessions
- Examples and case studies
- Theory and its practical application

KOULY INSTITUTE

Our Learning Programs

CATEGORY TWO

Senior & Middle Management



Leading for Growth: How to Unleash Organizational & Personal Potential



The most **intense**
executive learning
program in the
world

Leading for Growth: How to Unleash Organizational & Personal Potential

TARGET AUDIENCE

Senior & Middle
Management

Leading for Growth is a unique business simulation that analyses and evaluates business competence and acumen with organizational psychology and sociology. It explores the leadership perspective by understanding the individual and the barriers that prevent development of potential.

This four-day unique simulation will help leader realize their unlocked abilities through a series of constructive and provocative interactions.

The goal of this simulation is to equip leaders with a range of new techniques that will help them to:

- Gain a deeper understanding and awareness of their personal leadership profile; patterns of behavior, areas of improvement, blind spots, reactions to stress and conflict to develop core leadership assets and strength
- Design smarter leadership interventions, to create maximum impact that drives organizations forward.
- Mobilize the self, people and organizations
- Dive deeply into purpose, its impact and what it means on an individual and corporate level

DELIVERY STYLE

This is a simulation on unleashing organizational & personal potential. Participants will learn through a variety of methods including:

- Group discussions - 20%
- Role plays and simulating real life situations and response assessment – 35%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts – 10%
- Question and answer sessions – 15%
- Theory and its practical application – 10%

Transforming Organizations: Leading Strategically for Exceptional Expansion



Transforming Organizations: Leading Strategically for Exceptional Expansion

TARGET AUDIENCE

Senior & Middle
Management

Upon completing Leading for Growth, Transforming Organizations is an advanced program that focuses on the practical implementation of the technology of leadership to transform organizations.

Understanding relevant cultural factors and resistance indicators are key components in maximizing leadership potential and successful implementations.

In this four-day learning program we will explore the underlying factors why systems fail and the costs of ignoring subtle dynamics.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Understand the complex nature of systems (organizations): Characteristics, culture, components and default behaviors
- Diagnose relevant systems and highlight components that are not functioning at the optimal level
- Provide techniques on how to introduce comprehensive change and how to deal with resistance
- Focus on understanding the culture of your organization and how to transform it to a more productive, driven and collaborative environment
- Survive and thrive during chaos, crisis and conflict

DELIVERY STYLE

This is a learning program on Transforming Organizations. Participants will learn through a variety of methods including:

- Group discussions - 15%
- Role plays and simulating real life situations and response assessment – 25%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts – 15%
- Question and answer sessions – 15%
- Theory and its practical application – 30%

Mastering Political Chess: How to Lead Organizational Dynamics with a Strategic Mindset



Mastering Political Chess: How to Lead Organizational Dynamics with a Strategic Mindset

TARGET AUDIENCE

Senior & Middle
Management

Mastering Political Chess is a highly specialized program in developing political relationships and therefore the ability for organizational advancement. We support individuals to navigate a given political landscape in a constructive way and to neutralize potential issues before they escalate.

This four-day interactive learning program adjusts attitudes about power and politics, confronts naiveté about organizational dynamics, and provides practical political skills for building organizational impact with integrity.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Inspire individuals to think politically: Build alliances, support systems and partnerships that will strengthen the foundations of the organization
- Motivate individuals to look deeper and work harder to achieve synergetic relationships within the organization
- Provide tactics on how to deal with resistance and objections in the most effective manners to facilitate harmony
- Gain a more positive attitude toward politics as a fact of organizational life. Reduce complaints and resentment about this reality, which in turn increases energy and productivity
- Learn practical, non-manipulative strategies while maintaining integrity, such as networking, promoting themselves, handling hidden agendas, selling ideas to stakeholders, managing the corporate “buzz,” avoiding sabotage and building a power base
- Assist their organisation to establish a more positive company reputation through the practice of ethical politics

DELIVERY STYLE

This is a learning program on Mastering Political Chess. Participants will learn through a variety of methods including:

- Group discussions - 15%
- Role plays and simulating real life situations and response assessment – 25%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts – 15%
- Question and answer sessions – 15%
- Theory and its practical application – 30%

Innovate to Grow: How to Maximize Success Through Innovation



Innovate to Grow: How to Maximize Success Through Innovation

TARGET AUDIENCE

Senior & Middle
Management

An innovative corporate culture and the right set of techniques to unleash creativity are crucial in every business. It is imperative to challenge your thinking process and learn techniques to improve the generation of ideas.

This three-day interactive and practical learning program on innovative practices will enhance your team's customer-focused mindset and skills. It will inspire individuals to contribute to the developing of new products, services, and business concepts as well as expanding their organizations to new markets.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Identify the areas in need for innovation in the organization's processes and services
- Utilize creative thinking and innovative tools and techniques for generating and selecting ideas
- Choose the best ideas and concepts for future development
- Develop systems to take ideas from concept to the final polished design
- Measure the effectiveness of new solutions and build upon them
- Empower individuals, groups and teams to share a common language and process for innovating and generating ideas
- Understand how to create an innovative and creative environment
- Reduce drastically the time required to implement innovative solutions

DELIVERY STYLE

This is an interactive module on Innovation Practices. Participants will learn through a variety of methods including:

- Group discussions - 25%
- Role plays and simulating real situations – 30%
- Written exercises in which you will apply key concepts 3.0. – 15%
- Question and answer sessions (Anytime)
- Examples and case studies – 20%.
- Theory and its practical application – 10%

Thinking Strategically: How to Design & Execute Smart Strategies



Thinking Strategically: How to Design & Execute Smart Strategies

TARGET AUDIENCE

Senior & Middle
Management

The ability to develop operational business strategies of the highest calibre and execute them sets true leaders apart from their peers. Innovative strategy formulation can make the difference between a profitable organization and one that falls below quality standards.

This three-day interactive learning program will help senior leaders build a roadmap for their team, department or organization, so they formulate the steps of how to get where the organization wants to be. It takes the leaders right through the strategic planning process with helpful tools, techniques and ideas for every stage to enhance their strategic thinking skills.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

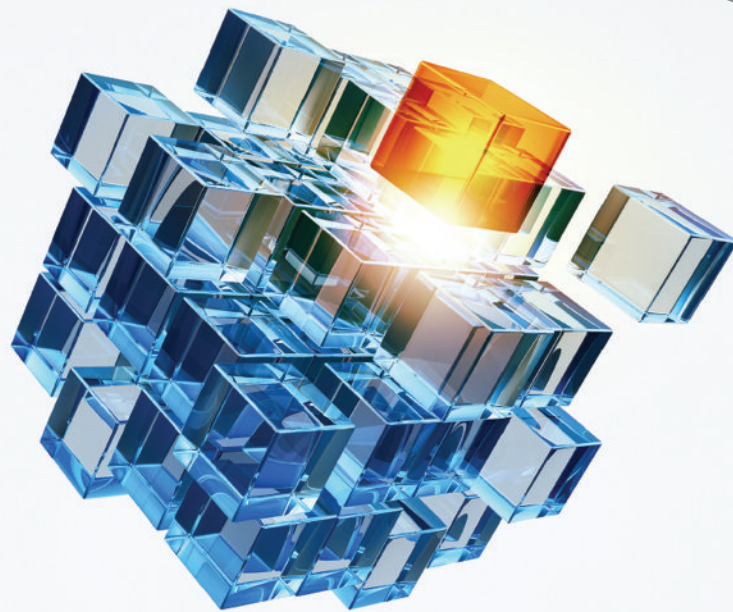
- Understand and implement strategic thinking
- Explore key elements that enable a strategy to be successful
- Improve or create business models for value creation
- Produce an effective strategic plan that is aligned with their organization's vision and purpose
- Enhance the decision-making process by highlighting and expanding on strengths and re-building weaknesses
- Link strategy and innovation to achieve growth
- Use strategy to gain a competitive advantage
- Understand the major downfalls that great organizations have encountered and what the necessary steps were to avoid such blunders
- Understand the financial structures, processes and procedures needed for strategy implementation.
- Set long and short-term goals for their organization

DELIVERY STYLE

This is an interactive program on Thinking Strategically. Participants will learn through a variety of methods including:

- Group discussions - 25%
- Role plays and simulating real situations – 15%
- One-on-one coaching – 5%
- Written exercises in which you will apply key concepts – 20%
- Question and answer sessions (Anytime)
- Examples and case studies – 20%.
- Theory and its practical application – 15%

Strategic Problem Solving: How to Overcome Growth Obstacles by Creative Thinking



Strategic Problem Solving: How to Overcome Growth Obstacles by Creative Thinking

TARGET AUDIENCE

Senior & Middle
Management

In today's business world, it is everyone's job to effectively solve problems. While analytical thinking skills may seem natural, they are not necessarily intuitive, and they do not come easily to many individuals.

Solving difficult and complex problems requires the ability to define the core of the problem, analyze the possible causes, create options, select the most feasible option and then implement it. A systematic approach will give individuals the techniques to approach the problem in a creative way.

This three-Day interactive and practical learning program will give participants the knowledge and skills needed to leverage left- and right-brain thinking, analyze problems, spur creativity, and implement innovative ideas in a practical way in the workplace.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Develop and unleash personal and team creativity and innovation
- Develop out-of-the box ways of thinking and be more open to new ideas
- Master the tools needed to unlock innovative solutions and provide staff with numerous options
- Transform creativity into practical business solutions
- Apply a structured six steps approach toward problem solving and decision making
- Gather information on a perceived problem and learn to filter various solutions or ideas based on both practicality and innovation
- Write a workplace problem statement or problem definition
- Analyze and identify the root causes of problems in the workplace
- Produce multiple solutions using creative or innovative thinking techniques to generate ideas to solve workplace problems

DELIVERY STYLE

This is an interactive module on Innovation Practices. Participants will learn through a variety of methods including:

- Group discussions - 25%
- Role plays and simulating real situations – 30%
- Written exercises in which you will apply key concepts 3.0. – 15%
- Question and answer sessions (Anytime)
- Examples and case studies – 20%.
- Theory and its practical application – 10%

KOULY INSTITUTE

Our Learning Programs

CATEGORY THREE

Future Leaders



Rethinking Leadership: A Fresh Perspective to Explore the Core of Leadership



Rethinking Leadership: A Fresh Perspective to Explore the Core of Leadership

TARGET AUDIENCE

Young Professionals &
Future Leaders

Rethinking Leadership provides the essential building blocks and tools to maximize leadership potential. The word “leadership” has become overused and over commercialized; but few understand the actions of what true leadership really entails.

This one or two-day interactive and practical learning program explores the true essentials of the discipline to improve personal capabilities.

The goal of this learning program is to equip future leaders with a range of new techniques that will help them to:

- Explore and challenge current views and definitions of leadership through dynamic simulations that create and capture realistic life experiences
- Investigate the main drivers behind personal decision making processes
- Focus on personal strengths and how they can be maximized in alignment to an organization’s purpose and success

DELIVERY STYLE

This is an interactive program on Innovation Practices. Participants will learn through a variety of methods including:

- Group discussions - 25%
- Role plays and simulating real situations – 30%
- Written exercises in which you will apply key concepts – 15%
- Question and answer sessions (Anytime)
- Examples and case studies – 20%.
- Theory and its practical application – 10%

Dancing with the Elephant: How to Successfully Work with your Boss



Dancing with the Elephant: How to Successfully Work with your Boss

TARGET AUDIENCE

All Members of an
Organization.

The quality of relationships with superiors and subordinates not only determine levels of cooperation and fulfillment at work, but also affects overall professional productivity.

This two-days program helps individuals in recognizing the importance of authority and explores the right steps to strengthen relationships.

The goal of this simulation is to equip leaders with a range of new techniques that will help them to:

- Emphasize the fundamentals of building and sustaining thriving relationships with authority
- Manage and productively deal with conflicts; create a more salient working environment
- Build awareness about personal default behaviors and experiences with authority
- Develop timeless techniques that aid in keeping authority on your side, such as negotiation skills
- Highlight the political landscape of your organization, where the real power in your organization lie does and how to utilize this to create a positive environment

DELIVERY STYLE

This is a learning program on working with authority. Participants will learn through a variety of methods including:

- Group discussions - 20%
- Role plays and simulating real life situations and response assessment – 35%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts – 10%
- Question and answer sessions – 15%
- Theory and its practical application – 10%

Leading with Relational Intelligence: How to Expand Your Leadership Influence through Strong Relationships



Leading with Relational Intelligence: How to Expand Your Leadership Influence through Strong Relationships

TARGET AUDIENCE

All Members of an
Organization.

People and organizations have each experienced the benefits of thriving relationships and the damage of negative ones. The performance of any organization depends on the quality of relationships amongst its people, clients, colleagues and external stakeholders.

This three-day program helps increase personal awareness to recognize the social cues and warning signs in relationships and methods on how to counteract them.

The goal of this simulation is to equip leaders with a range of new techniques that will help them to:

- Understand relationships, why we need them, how to commence, manage and cultivate them
- Develop your relational intelligence capabilities while increasing your self-awareness
- Highlight the strengths, weaknesses and quality of your relationships.
- Utilize your strengths, weaknesses and relationships to improve all aspects of your life
- Identify common misperceptions about relationships

DELIVERY STYLE

This is a learning program on Leading with Relational Intelligence. Participants will learn through a variety of methods including:

- Group discussions - 20%
- Role plays and simulating real life situations and response assessment – 35%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts – 10%
- Question and answer sessions – 15%
- Theory and its practical application – 10%

Leading with Emotional Intelligence: How to Understand and Use the Emotional Factors of Leadership



Emotional Intelligence: How to Understand and Use the Emotional Factors of Leadership

TARGET AUDIENCE

All Members of the
Organization.

Business leaders cannot lose sight of the fact that their employees are people; with real lives and emotions that impact how they think, feel, and act. Therefore successful organizations create an environment of inclusion and awareness that encompass individual's needs.

This three-day interactive learning program will enable leaders to build positive and beneficial work relationships by becoming "conscious communicators." The participants will learn how to use emotional intelligence to analyze situations and to consciously select and use productive communication strategies.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Optimize performance and move past fears that may block their growth
- Manage their emotions within the personal and professional context
- Handle change and conflict to become more flexible and adaptable
- Increase their self-awareness and understanding of others
- Recognize their patterns of behavior, decision-making and expression of emotions
- Develop better relationships at work and channel their emotions towards performance
- Handle difficult situations and team concerns assertively and professionally
- Lead by example and embody their organization's core values of teamwork, transparency and respect

DELIVERY STYLE

This is a learning program on Emotional Intelligence. Participants will learn through a variety of methods including:

- Group discussions - 15%
- Role plays and simulating real life situations and response assessment – 35%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts– 10%
- Question and answer sessions – 10%
- Examples and case studies – 10%.
- Theory and its practical application – 10%

Sharpening Your Strategic Mind: How to Formulate Innovative Strategies



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Sharpening Your Strategic Mind: How to Formulate Innovative Strategies

TARGET AUDIENCE

All Members of the Organization.

Strategies are essential to the successful development of any organization. How can organizations continue to provide exceptional value to stakeholders and customers if they are not clear on where they are heading and how they will get there?

This three-day interactive learning program helps developing leaders truly understand how to create successful strategies that exceed expectations. This module will change the mindset of organizational leaders to move from a reactive, firefighting, tactical mindset to a proactive, focused and strategic mindset.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Think strategically on a daily, not yearly, basis to generate new ideas
- Develop a real-world understanding and tool kit for strategy
- Learn and apply the three tactics of sound strategies
- Design and execute differentiated strategy to grow profits
- Improve strategic decision-making to increase productivity
- Discover sources for generating new growth and business innovation
- Generate new ideas and evaluate future scenarios before your competitors do
- Learn about the common mistakes or downfalls of strategic planning and learn how to overcome them
- Overcome execution errors to successfully implement strategy
- Confidently set strategic direction to maintain competitive advantage
- Learn to create better short-term goals that support long-term strategy
- Align and communicate strategy with the rest of the team/organization

DELIVERY STYLE

This is a learning program on Sharpening your Strategic Mind. Participants will learn through a variety of methods including:

- Group discussions - 20%
- Role plays and simulating real situations – 15%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts – 20%
- Question and answer sessions (Anytime)
- Examples and case studies – 20%.
- Theory and its practical application – 15%

Make an Impact

How to Expand your Influence to Optimize Your Profession & Life



Making an Impact: How to Expand your Influence to Optimize Your Profession & Life

TARGET AUDIENCE

All Members of an
Organization.

No matter what level or organization people are part of, influencing others is critical to their impact, reputation and success. Effective leadership is not possible without the knowledge on how to utilize existing personal and professional networks in order to secure the success of any professional endeavour. It is essential for any professional to be aware of the existing power dynamics and utilize this information to propel the organization forward, overcome difficulties and encourage growth.

This interactive two-day learning program will help your leaders expand and refine their spheres of influence and add new tools to encourage assertiveness and diplomacy in order to exceed expectations.

The goal of this learning program is to equip leaders with a range of new techniques that will help them to:

- Become more aware of personal behaviour, influencing styles, body language and the impact it has on others
- Acknowledge the power of assertiveness, diplomacy and negotiation skills in order to make a long-lasting impact
- Become more aware of other people's influencing styles and the pros and cons of each
- Master effective persuasive techniques to motivate and influence others at your organization
- Design a compelling pitch that influences buy-in
- Present ideas with impact and impetus
- Adopt communication strategies that project confidence and promote cooperation
- Appeal to an audience by analyzing and responding to their needs
- Inspire and spread change throughout the organization to reach common goals
- Use narratives and stories to communicate a message
- Be fluent in multiple techniques for influencing others and achieving results
- Develop the ability to gather key stakeholders and garner support that contributes to sustainable outcome and organizational growth

DELIVERY STYLE

This is Learning program on Expanding your Influence. Participants will learn through a variety of methods including:

- Group discussions - 15%
- Role plays and simulating real life situations – 30%
- One-on-one coaching – 10%
- Written exercises in which you will apply key concepts – 10%
- Question and answer sessions – 10%
- Examples and case studies – 15%.
- Theory and its practical application – 10%

