



Reliability · Excellence · Benefit · Adaptability · Client-Centricity

Training & Consulting Catalog

2026

KSA, the GCC & MIDDLE EAST EDITION

Five practice areas, one partner. Comprehensive training and consulting programs designed to elevate professionals across institutions and sectors throughout the KSA, the GCC and Middle East.

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Registered in the United Arab Emirates · Operating across KSA, the GCC & Middle East

INSIDE THIS CATALOG

Five practice areas



Leadership Training

Unlocking potential and building high-performing teams



Interpersonal & Soft Skills

Stronger relationships and more effective collaboration



Finance & Banking

Financial principles, practice and analytical capability



AI & Data Analytics

Confident analysis and informed decision-making



Executive Coaching

One-to-one guidance for senior leaders.



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COMPANY PROFILE

Who We Are

Established in the United Arab Emirates, REBAC has quickly positioned itself as a trusted partner in training and consulting across the GCC and Middle East, serving private sector, government, and semi-government organizations with tailored solutions.



Private
Sector



Government



Semi-Gov

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OUR VISION

To be the leading force for excellence and adaptability in the training and consulting industry, creating a future where organizations navigate change with confidence and individuals thrive professionally.

OUR MISSION

Empowering growth through transformative training and consulting, we partner with organizations to unlock their full potential and drive meaningful change, with customized solutions that address unique challenges and aspirations.

STRATEGIC OBJECTIVES



Build Unwavering Trust

Ensure the highest standards of reliability in training and consulting, building lasting confidence.



Deliver Excellence Consistently

Pursue excellence in every aspect — from design to delivery — in every engagement.



Embrace Continuous Improvement

Adapt and respond to evolving client needs through ongoing enhancement of capabilities.



Empower Our Team

Cultivate a dynamic environment where our team embodies and advances our mission.



Strengthen Client Relationships

Foster meaningful partnerships where every client feels valued throughout their journey.

Our Name Is Our Promise

Every letter of REBAC is an actionable principle, not just a word on a page, but a commitment that shapes every decision, every program, and every client relationship.

R



Reliability

The Foundation of Trust

We deliver on our promises consistently and build lasting trust with every stakeholder — the bedrock upon which every relationship and outcome is built.

E



Excellence

Consistently Exceeding Expectations

We never settle for “good enough” when “exceptional” is possible — going further in every design, delivery, and interaction, raising the bar each time.

B



Benefit

Creating Meaningful Value

We measure success by the tangible benefits we create for clients, their organizations, and the communities they serve. Value is the only metric that matters.

A



Adaptability

Evolving with Changing Needs

Our ability to evolve keeps us relevant, responsive, and effective in fast-changing markets, meeting emerging needs across industries and geographies.

C



Client-Centricity

Focusing on Client Success

Client success is our north star — understanding your goals, removing obstacles, and delivering outcomes that make a measurable, lasting difference.

REBAC

WHAT WE OFFER

Our Services

Comprehensive training and consulting solutions tailored for the GCC and Middle East.



Leadership Training

Programs that unlock leadership potential, drive organizational success, and inspire high-performing teams.



Interpersonal & Soft Skills

A tailored range of programs that helps professionals build stronger relationships and collaborate more effectively.



Finance & Banking

Courses designed to enhance financial principles, industry practices, and analytical capabilities.



AI & Data Analytics

Training that empowers professionals to analyze data confidently and drive informed decision-making.



Executive Coaching

Personalized, one-to-one guidance tailored to the unique goals and challenges of senior leaders.

PRACTICE AREA



Leadership Training

Unlocking potential and building high-performing teams

12 PROGRAMS IN THIS SECTION

- | | | | |
|----|--|----|---|
| 01 | Leading & Managing High-Performance Teams | 07 | Managing Project Risks |
| 02 | Strategic Thinking & Planning | 08 | Agile Project Management |
| 03 | Leading Transformation & Change Management | 09 | Mastering the Project Management Office — PMO |
| 04 | Managing People Concepts | 10 | Managing Project Stakeholders |
| 05 | Habits of High-Impact Leaders | 11 | AI in Project Management |
| 06 | Project Management Professional — PMP | 12 | Program Management: Strategy, Planning & Governance |

LEADING & MANAGING HIGH-PERFORMANCE TEAMS

From Managing Tasks to Shaping How Your Team Wins

WHY THIS PROGRAM?

Most managers are promoted for what they deliver individually. This program tackles what comes next, building the trust, culture, and clarity that turn a group of capable people into a team that consistently outperforms. For mid-level managers across GCC organizations, this is where real leadership ROI begins.



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KEY HIGHLIGHTS



Leadership Identity & Values

Clarify your leadership vision, define your non-negotiables, and build the self-awareness that separates managers who are respected from those who are merely tolerated.



Delegation That Actually Works

Stop being the bottleneck. Learn to delegate with precision, matching tasks to capability, setting clear expectations, and following through without micromanaging.



Conflict, Feedback & Difficult Conversations

Handle the conversations most managers avoid, performance issues, team friction, and misaligned expectations, in ways that build trust rather than erode it.



Influence, Networks & Organizational Impact

Expand your reach beyond your team. Build internal networks, sharpen your persuasion skills, and position yourself and your people for greater organizational visibility.

WHAT YOU WILL LEARN

1

Identify your leadership values and build the trust and inclusion that drive team engagement and results

2

Delegate effectively, matching the right work to the right people and providing feedback that actually sticks

3

Navigate conflict and difficult conversations constructively, without damaging the relationship or the results

4

Grow your influence through strategic networking and persuasion skills that extend your impact across the organization

WHO SHOULD ATTEND?



Mid-Level Managers

Team leaders managing people, performance, and day-to-day results.



High-Potential Professionals

Emerging leaders preparing to step into people management roles



Department Heads

Senior managers overseeing multiple teams or functions



Functional & Business Leaders

Leaders responsible for team performance, and operational impact.

STRATEGIC THINKING & PLANNING

02

*From Operational Thinking to Strategic Advantage***WHY THIS PROGRAM?**

Most managers are excellent at execution. Fewer can zoom out, read the strategic landscape, and make the trade-offs that determine where an organization creates value. This program gives mid-level and senior professionals the frameworks and strategic clarity to think like strategists — and translate that thinking into plans that actually get implemented.

COVERED

FRAMEWORKS

COVERED

PLANNING

COVERED

TRADE-OFFS

COVERED

EXECUTION

KEY HIGHLIGHTS**Strategic Thinking Frameworks**

Apply tools like Porter's Five Forces, SWOT, STEEPLE and Blue Ocean thinking to diagnose your strategic environment and define where to focus and how to create value

**From Vision to Operational Plan**

Bridge the gap between high-level strategy and day-to-day execution. Translate strategic intent into clear priorities, KPIs and accountability structures your team can act on.

**Strategic Trade-Offs & Decision-Making**

Build the discipline to make hard choices, manage competing priorities and avoid strategic rigidity — strategy is as much about what you stop as what you start.

**Growth, Competitive Advantage & Execution**

Understand differentiation, sources of sustainable advantage and growth strategies. Use the Balanced Scorecard to measure what matters and steer decisions with confidence.

WHAT YOU WILL LEARN

1

Apply strategic frameworks to analyze your industry, identify strategic positioning, and define where your organization can create the greatest value.

2

Translate strategic intentions into operational plans with clear milestones, KPIs and ownership structures that reliably bridge strategy to execution.

3

Make better strategic trade-offs by building flexibility into your plans and responding to external shifts without losing strategic coherence.

4

Use the Balanced Scorecard, Ansoff Matrix and BCG Matrix to measure performance and guide growth decisions with confidence.

WHO SHOULD ATTEND?**Senior Managers**

Leaders responsible for setting direction and driving business unit performance

**Business Unit Leaders**

Regional heads and functional leaders accountable for strategic results

**Strategy & Planning Teams**

Professionals in strategic planning, PMO or business development

**Executive & Functional Leaders**

Senior professionals shaping strategy, growth and performance

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LEADING TRANSFORMATION & CHANGE MGMT

03

Lead Change Before Change Leads You

WHY THIS PROGRAM?

Most change initiatives fail — not because the strategy is wrong, but because the people side is underestimated. This program equips managers and leaders with the mindset, tools and political intelligence to design and lead change that sticks. Built for the messy, non-linear reality of change in complex GCC organizations, not the sanitized version in the textbook.

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KEY HIGHLIGHTS



The Change Mindset

Break out of conventional change thinking. Navigate ambiguity with confidence and develop the reflective, adaptive mindset that separates effective change leaders from the rest.



Mapping & Planning the Change Journey

Apply gap analysis, force-field analysis and route mapping to build a realistic path through complex change, and revise it intelligently as conditions shift.



Influencing & Performing Change

Change plans don't implement themselves. Learn to read the room, influence key players, manage resistance and mobilize energy and commitment across the organization.



Evaluating Progress & Sustaining Momentum

Track the head, hand and heart of change, and create feedback loops and early-warning signals that catch problems before they derail your initiative.

WHAT YOU WILL LEARN

1

Design change initiatives with a balanced, reflective mindset that accounts for complexity, resistance and the human factor.

2

Create and navigate a change cycle using gap analysis, forcefield analysis and route planning — adapted to your organization's context.

3

Lead yourself and others through change by developing influence strategies, managing energy gaps and mobilising commitment at every level.

4

Evaluate change progress using early-warning signals and experimentation frameworks to course-correct before failure becomes inevitable.

WHO SHOULD ATTEND?



Change Leaders & Sponsors

Senior professionals accountable for transformation outcomes



Project & PMO Managers

Managing the operational delivery of large-scale change programs



Department Heads

Leaders embedding change within their functions or business units



Strategy & HR Professionals

Teams leading organizational change and culture shifts

MANAGING PEOPLE CONCEPTS

The Essentials of Leading People That Deliver Results.

WHY THIS PROGRAM?

Managing people is one of the most complex and important leadership skills in any organization, yet most managers learn it by trial and error. This program gives managers the practical tools to lead, motivate, develop and retain their teams — designed for the realities of GCC organizations where performance standards and expectations are both rising fast.

KEY HIGHLIGHTS



The Manager's Role & Leadership Transition

Clarify what managing people requires: the mindset shift, the new accountabilities, and the behaviors that build credibility from day one.



Motivation, Engagement & Performance

Understand what drives different people and what quietly kills motivation. Apply proven frameworks to create conditions where your team consistently brings their best.



Delegation, Coaching & Developing People

Build team capability through effective delegation and coaching conversations that turn people development into a results-driven management habit.



Performance Management & Difficult Conversations

Address underperformance early, set expectations clearly, and hold people accountable, without damaging the relationship.

WHAT YOU WILL LEARN

- 1 Navigate the transition from individual contributor to people manager: clarifying your role, building credibility, and leading with intention rather than defaulting to old habits.
- 2 Apply motivation and engagement frameworks to understand what drives each team member and create the environment where sustained high performance becomes the norm.
- 3 Delegate with precision and coach effectively — building your team's capability so your impact multiplies and dependence on you for every decision gradually reduces.
- 4 Manage performance proactively: set clear expectations, address issues early, and hold structured, honest conversations that keep people accountable and relationships intact.

WHO SHOULD ATTEND?



New & First-Time Managers

Practical foundation for those stepping into people management for the first time



Mid-Level Managers

Sharpen your approach and close the gaps in your people management practice



Department Leads

Leaders accountable for team performance, development and retention



Functional & Business Managers

People managers responsible for team performance, development, and retention

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HABITS OF HIGH-IMPACT LEADERS

05

*Lead Yourself First.
Then Lead Others.*

WHY THIS PROGRAM?

Leadership is not a title — it is a pattern of behavior repeated under pressure. This program equips managers and senior professionals with the character-based habits that build genuine trust, inspire sustained team performance, and create the culture where people do their best work. Built for leaders in complex, relationship-driven GCC environments where credibility is everything.

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KEY HIGHLIGHTS



Character-Based Leadership & Trust

The gap between authority and trust is character. Build the identity and integrity that earn genuine commitment from your team — not just compliance.



Strategic Focus & Organizational Clarity

Bring clarity to complexity. Develop the habits of setting clear direction and communicating priorities that align daily team activity with long-term goals.



Empowering Others & Building Capability

Build the coaching habits and delegation discipline that develop your team's capability and multiply your impact beyond what you could achieve alone.



Renewal & Sustaining Team Resilience

Leaders set the tone for how teams handle pressure. Build the renewal habits that sustain your performance and model the composure your team needs to do the same.

WHAT YOU WILL LEARN



Build a character-based leadership identity that earns genuine team commitment, not just compliance



Communicate direction with clarity, aligning team priorities with long-term organizational goals



Develop the coaching habits that grow your team's capability and multiply your leadership impact beyond what you achieve alone



Model the renewal habits that sustain your performance and create psychological safety for your team

WHO SHOULD ATTEND?



Senior Managers
& Directors



Department
Heads



High-Potential
Leaders

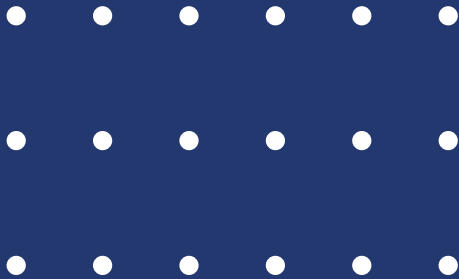


Functional & Business
Leaders

PROJECT MANAGEMENT PROFESSIONAL - PMP

Preparing for the PMP® Certification Exam

06



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WHY THIS PROGRAM?

This course prepares project professionals for the PMP® exam through structured sessions, case studies, and exam-focused exercises. It covers the full ECO — leadership, planning, delivery, risk, and closure, across predictive, agile, and hybrid project contexts.

KEY HIGHLIGHTS



PMP® Exam Coverage
Full ECO domains: people, process, and business environment



Scenario-Based Learning
Case studies and exercises that mirror PMP® exam thinking



Hybrid Delivery Mastery
Predictive, agile, and hybrid techniques across all project contexts



Personal Exam Strategy
A structured plan to organize study and build exam readiness

WHAT YOU WILL LEARN

- ✓ Define scope, success measures, and value expectations
- ✓ Develop integrated plans covering delivery, resources, schedule, and cost
- ✓ Lead and empower teams using the right leadership approach
- ✓ Identify, analyze, and respond to risks, changes, and issues
- ✓ Apply agile, predictive, and hybrid delivery techniques
- ✓ Monitor progress and maintain stakeholder alignment

WHO SHOULD ATTEND?



Project Managers



PMO Professionals



Program Managers



Team Leaders & Consultants

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MANAGING PROJECT RISKS

07

Identifying, Assessing
& Controlling Project Risks

WHY THIS PROGRAM?

Project risks are inevitable — but unmanaged risk destroys schedules, budgets, and stakeholder trust. This program equips professionals with structured tools to identify, analyze, and respond to project risks before they escalate into crises.

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KEY HIGHLIGHTS

- 
Risk Planning & Identification
 Risk management plan, probability-impact matrix, risk register, and creative identification techniques
- 
Qualitative & Quantitative Analysis
 Risk scoring, categorization, Monte Carlo simulation, decision trees, and Expected Monetary Value
- 
Risk Response Strategies
 Threat mitigation, opportunity exploitation, contingency plans, and secondary and residual risks
- 
Monitoring, Control & Audit
 Status meetings, variance analysis, risk reassessments, risk audits, and project workarounds

WHAT YOU WILL LEARN

- 
 Develop a risk management plan and build a structured risk register
- 
 Perform qualitative and quantitative risk analysis using proven tools
- 
 Design response strategies for both threats and opportunities
- 
 Monitor and control risks through reassessments, audits, and variance analysis

WHO SHOULD ATTEND?

- 
Project Managers
- 
Risk & PMO Professionals
- 
Project Sponsors
- 
Functional & Senior Managers

AGILE PROJECT MANAGEMENT

Adaptive Mindset, Collaborative Leadership & Value Delivery

WHY THIS PROGRAM?

Agile project management enables teams to respond quickly to change while delivering continuous value. This program builds practical agility across mindset, leadership, product, and delivery, equipping professionals to lead high-performing teams and succeed in dynamic project environments.

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KEY HIGHLIGHTS



Agile Mindset & Values

Agile Manifesto values, psychological safety, transparency, and feedback loops



Agile Leadership Practices

Empowering teams, shared vision, conflict management, and knowledge sharing



Product Backlog & Value Delivery

Backlog refinement, prioritization, incremental delivery, and flow management



Metrics, Risk & Continuous Improvement

Agile metrics selection, impediment removal, waste elimination, and flow optimization

WHAT YOU WILL LEARN



Apply Agile Manifesto values and adaptive planning principles



Facilitate agile leadership: empower teams, resolve conflict, and share knowledge



Refine backlogs, manage delivery increments, and optimize value flow



Select agile metrics, manage risks and impediments, and drive continuous improvement

WHO SHOULD ATTEND?



Project
Managers



Team Leads &
Scrum Masters



Product
Owners



PMO & Agile
Coaches

MASTERING THE PROJECT MANAGEMENT OFFICE - PMO

PMO Strategy, Governance & Performance Metrics

WHY THIS PROGRAM?

Effective PMOs align projects to strategy, enforce governance, and deliver results. This program builds the skills to establish a PMO from scratch, define governance frameworks, manage KPIs, and design dashboards that drive executive decisions.

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KEY HIGHLIGHTS



PMO Types & Strategy Alignment

Supportive, Controlling, and Directive PMO models mapped to organizational context



Establishing a PMO from Scratch

Infrastructure, charter, resource planning, and the project maturity model



Governance & Methodologies

Prioritization, steering committee, gate reviews, audit, and project governance



Metrics, KPIs & Dashboards

EVMS, KPI visualization, traffic light reports, and executive health dashboards

WHAT YOU WILL LEARN

1

Differentiate PMO types and align them to organizational strategy

2

Establish a PMO using a practical framework and maturity model

3

Define project governance, prioritization, and audit frameworks

4

Select the right project metrics and design meaningful KPIs

5

Apply Earned Value Management to measure project performance

6

Design executive dashboards and traffic light reporting

WHO SHOULD ATTEND?



PMO Directors & Managers

Leading PMO setup and governance



Project Sponsors

Overseeing project portfolios and value



Functional & Senior Managers

Supporting project delivery across functions



Project Office Staff

Building and managing project metrics

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MANAGING PROJECT STAKEHOLDERS

10

*Categorizing, Communicating & Negotiating with Project Stakeholders**Reliability · Excellence · Benefit · Adaptability · Client-Centricity*

WHY THIS PROGRAM?

Project success depends on stakeholder buy-in. This program equips professionals to identify, categorize, and engage stakeholders — managing communication plans, resolving conflicts, adapting leadership styles, and applying win-win negotiation strategies.

STAKEHOLDER
MAPPING

COVERED

COMMUNICATION
PLANNING

COVERED

LEADERSHIP
STYLES

COVERED

WIN-WIN
NEGOTIATION

INCLUDED



KEY HIGHLIGHTS



Stakeholder Categorization & Planning

Power/interest matrix, engagement assessment, stakeholder register, and management plan



Communication Management

Communication channels, virtual teams, conflict management, and difficult stakeholders



Leading Project Stakeholders

Situational leadership model, leadership matrix, and adapting leadership styles



Win-Win Negotiation

Negotiation mindsets, coalition building, stages, strategies, and best practices

WHAT YOU WILL LEARN

- 1 Categorize stakeholders and build the stakeholder management plan

- 2 Manage communication channels and resolve stakeholder conflicts

- 3 Apply situational leadership and adapt styles to stakeholder needs

- 4 Use win-win negotiation techniques and build effective coalitions

WHO SHOULD ATTEND?



Project Managers

Managing stakeholder communication and engagement



Project Sponsors & Executives

Overseeing project stakeholder portfolios



PMO & Project Office Staff

Supporting stakeholder planning and tracking



Functional & Senior Managers

Navigating project stakeholder relationships

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AI IN PROJECT MANAGEMENT

11

*Transforming Project Delivery with Intelligent Tools and Predictive Insights**Reliability · Excellence · Benefit · Adaptability · Client-Centricity*

WHY THIS PROGRAM?

Project managers increasingly need to harness AI to improve planning, decision-making, and delivery performance. This program builds practical capability to apply AI tools across the project lifecycle, from intelligent scheduling and risk prediction to automated dashboards, transforming how projects are planned, executed, and evaluated.

KEY HIGHLIGHTS



AI Fundamentals for Project Managers

ML, NLP, and RPA applied across project phases and real-world PM use cases



Smart AI Tools Across Project Phases

Selecting and deploying AI tools for initiation, planning, monitoring, and closure



Predictive Risk & Resource Analytics

Machine learning for risk forecasting, resource optimization, and timeline modeling



Ethics, Compliance & AI Governance

Bias detection, data privacy, legal compliance, and AI governance frameworks

WHAT YOU WILL LEARN



Apply AI tools across the project lifecycle from planning to closure



Use predictive analytics to forecast risks and optimize resources



Build AI-powered dashboards and automate reporting for stakeholders



Select AI tools for compatibility with PM software ecosystems



Participate in real-time AI simulations and group project exercises



Evaluate ethical, legal, and compliance considerations in AI projects

WHO SHOULD ATTEND?



Project Managers

Integrating AI into planning and execution



PMO Professionals

Modernizing project management practices



Program & Portfolio Managers

Scaling AI tools across multiple initiatives



Business Analysts & Consultants

Delivering AI-supported project insights

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PROGRAM MANAGEMENT

STRATEGY · PLANNING · GOVERNANCE**12***Aligning Programs to Strategy, Planning for Delivery, and Governing for Results***WHY THIS PROGRAM?**

Managing multiple related projects requires disciplined program management. This course develops skills to align programs to strategy, build integrated plans using MS Project, engage stakeholders effectively, and establish governance frameworks that drive performance.

KEY HIGHLIGHTS

 **Strategy Alignment & Benefits**
Business case, charter, roadmap, risk strategy, and program benefits management

 **Integrated Program Planning**
WBS, scheduling, milestones, resource management, budgeting, and MS Project

 **Stakeholder Identification & Engagement**
Stakeholder analysis, engagement matrix, approach selection, and team leadership

 **Program Governance & Dashboards**
Gate reviews, earned value method, program metrics, and executive dashboards

WHAT YOU WILL LEARN

 Align a program to organizational strategy and manage program benefits

 Develop an integrated program plan using WBS, scheduling, and MS Project

 Identify and engage stakeholders with structured analysis and assessment tools

 Define program governance, apply earned value, and design program dashboards

WHO SHOULD ATTEND?

Program
Managers



Senior Project
Managers



PMO
Professionals

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PRACTICE AREA



Interpersonal & Soft Skills

Stronger relationships and more effective collaboration

12 PROGRAMS IN THIS SECTION

01

Communication & Executive Presence

02

Emotional Intelligence in the Workplace

03

Managing Your Manager

04

Creative Problem Solving & Decision Making

05

Stakeholder Management, Negotiation & Influence

06

Conflict Resolution & Adaptability

07

Personal Effectiveness

08

Habits of High-Impact Professionals

09

Negotiation Skills & Strategies

10

Time and Stress Management

11

Scrum Foundations

12

Project Management Skills

COMMUNICATION & EXECUTIVE PRESENCE

*Communicate with Clarity,
Confidence & Credibility*

WHY THIS PROGRAM?

In today’s high-stakes professional environment, how you communicate is as important as what you communicate. This program equips professionals to project authority, engage stakeholders, and speak with confidence at every level, from client meetings to executive boardrooms.

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01

KEY HIGHLIGHTS	WHAT YOU WILL LEARN	WHO SHOULD ATTEND?
 Executive Presence & Voice Develop commanding presence, vocal authority, and the non-verbal cues that signal confidence and credibility in high-stakes environments.	1 Project presence and authority in any professional setting, from client pitches to boardroom presentations	 Managers & Team Leaders Professionals seeking clarity, confidence, and authority in communication.
 Audience-Aware Communication Adapt your message, style, and register to different audiences, from frontline teams to C-suite and board-level stakeholders.	2 Structure and deliver messages that are clear, concise, and persuasive for different audience types	 Client & Stakeholder Teams Employees who represent their organization in key meetings and presentations.
 Storytelling with Data Turn complex information, insights, and data into compelling narratives that drive understanding, buy-in, and executive decision-making.	3 Use storytelling frameworks to translate data and complexity into compelling, decision-ready narratives	 Emerging Leaders High-potential professionals stepping into leadership
 Structured Presentation Techniques Master frameworks like SCQA and Pyramid Principle to structure clear, persuasive presentations that hold attention from opening to close.	4 Strengthen active listening, feedback delivery, and high-stakes conversation skills across all levels	 Cross-Functional Teams Professionals who need to present, influence, and build credibility.

EMOTIONAL INTELLIGENCE IN THE WORKPLACE

02

The Skill That Separates Good Managers from Great Leaders

WHY THIS PROGRAM?

Technical skills get people hired. Emotional intelligence determines how far they go. This program is not about being nice — it's about being effective. Participants learn to read situations accurately, regulate their responses under pressure, and build the working relationships that drive team performance and retention.

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KEY HIGHLIGHTS



Self-Awareness & Emotional Regulation

Understand how emotions affect decisions and behavior under pressure. Develop the self-control and authenticity that earns trust at every level of the organization.



Reading People & Social Awareness

Decode what others feel before they say it. Build empathy and organizational awareness to navigate teams, clients, and stakeholders with clarity and confidence.



Relationship Management & Influence

Apply EI as a leadership tool — inspire your team, manage conflict with maturity, and build relationships that survive pressure and consistently produce results.



Motivation, Resilience & Performance

Understand what drives you and your people. Build motivational intelligence and the resilience to sustain performance through ambiguity, change, and high demand.

WHAT YOU WILL LEARN



Develop self-awareness and emotional regulation by understanding how emotions shape decisions and leadership presence



Manage relationships and conflict, and inspire others using EI-based leadership grounded in trust



Read people accurately using social awareness, empathy techniques, and behavioral insight



Build personal motivation and resilience to sustain performance through pressure, ambiguity, and change

WHO SHOULD ATTEND?



Mid-Level
Managers



Team Leaders
& Supervisors



High-Potential
Employees



HR & OD
Professionals

MANAGING YOUR MANAGER

03

*Lead Upward with Confidence, Clarity & Strategic Awareness**Reliability · Excellence · Benefit · Adaptability · Client-Centricity*

WHY THIS PROGRAM?

Managing your manager is one of the least taught — and most career-critical — skills in any organization. This program helps professionals build productive upward relationships, align with leadership priorities, and influence decisions without overstepping. Essential for anyone navigating complex reporting lines in modern GCC organizations.

KEY HIGHLIGHTS



Understanding Your Manager's World

Decode your manager's priorities, pressures, and success metrics — then position your work as a direct contributor to what matters most to them.



Building the Upward Relationship

Develop trust, credibility, and visibility through consistent communication, reliable delivery, and deliberate professional alignment.



Influencing Without Authority

Shape decisions, gain sponsorship, and advocate for your team and ideas using proven upward influence techniques across the management chain.



Navigating Conflict & Misalignment

Handle disagreements, differing expectations, and difficult conversations in a way that protects both the relationship and your professional credibility.

WHAT YOU WILL LEARN



Map your manager's goals, communication style, and decision-making patterns to work in strategic alignment



Build trust and visibility through proactive updates, well-timed communication, and consistent delivery



Use upward influence techniques to gain buy-in, navigate hierarchy, and advocate for priorities effectively



Manage tension, mismatched expectations, and difficult conversations while preserving the working relationship

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WHO SHOULD ATTEND?



Mid-Level Managers

Professionals managing up in matrix or hierarchical structures



High-Potential Employees

Emerging talent navigating relationships with senior leaders



Client-Facing Professionals

Managing expectations and relationships across the organization



Corporate Team Leads

Team leaders in Saudi and GCC organizations

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CREATIVE PROBLEM SOLVING

& DECISION MAKING

04

Reliability · Excellence · Benefit · Adaptability · Client-Centricity



Think Sharper. Decide Faster.
Deliver Better Outcomes.

WHY THIS PROGRAM?

In high-stakes environments, the quality of your decisions determines the quality of your results. This program gives professionals a structured toolkit to dissect complex problems, identify root causes, and make decisions that are defensible, timely, and well-judged. No more circular meetings. No more analysis paralysis.

KEY HIGHLIGHTS



Structured Problem Analysis

Apply the Kepner-Tregoe rational approach and six-step method to define problems precisely, separate causes from symptoms, and avoid solving the wrong thing.



Root Cause & Diagnostic Tools

Use root cause analysis, the Five Whys, cause-and-effect diagrams, and Pareto analysis to get to the real issue — not just the most visible one.



Decision-Making Frameworks

Move from instinct to structure. Apply decision worksheets and How-How mapping to choose the right path with confidence and full accountability.



Creative & Lateral Thinking

Break out of conventional thinking using Six Thinking Hats and lateral techniques — generating solutions that rational analysis alone won't find.

WHAT YOU WILL LEARN



Define and frame problems precisely, separating root causes from symptoms before jumping to solutions



Apply the Kepner-Tregoe approach and root cause analysis frameworks to resolve complex problems systematically



Make faster, better decisions using decision worksheets and team decision processes that create clarity and accountability



Generate creative options using Six Thinking Hats and lateral thinking — expanding beyond what conventional analysis finds

WHO SHOULD ATTEND?



Mid-Level Managers

Solving operational problems and making defensible decisions under pressure



Analysts & Planners

Diagnosing issues and recommending solutions to leadership



Department Leads

Managing cross-functional problems where cause and solution are rarely obvious



Cross-Functional Teams

Solving complex problems and improving performance across the organization

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STAKEHOLDER MANAGEMENT, NEGOTIATION & INFLUENCE

Turn Stakeholder Complexity into Strategic Advantage

WHY THIS PROGRAM?

Every project and initiative lives or dies on stakeholder alignment. This program equips professionals with the process discipline, interpersonal intelligence, and negotiation muscle to engage stakeholders strategically — building the alliances that accelerate outcomes and neutralizing the resistance that derails them.

*Reliability · Excellence · Benefit ·
Adaptability · Client-Centricity*

KEY HIGHLIGHTS



Stakeholder Mapping & Engagement Planning

Identify, prioritise, and profile stakeholders with precision. Build a register, analyse perception gaps, and select the right engagement strategy for each audience.



Strategic Communication & Messaging

Design communication plans that land. Map key messages, manage objections, handle escalations, and run stakeholder meetings that drive progress.



Influence, Persuasion & Interpersonal Intelligence

Read personality and behavioral styles to adapt your approach. Use empathy, trust-building, and influence-without-authority techniques to gain commitment.



Principled Negotiation & Cultural Fluency

Apply principled negotiation and BATNA analysis to reach durable agreements while navigating cultural, generational, and organizational stakeholder dynamics.

WHAT YOU WILL LEARN

1

Map your stakeholder environment, build a stakeholder register, and create targeted engagement strategies

2

Analyse perception gaps and close them with structured, sequenced engagement approaches

3

Develop communication plans that manage expectations and resolve objections before they become blockers

4

Influence without authority by reading personality styles, building trust, and applying structured persuasion

5

Negotiate using principled techniques, BATNA analysis, and counter-tactics for managing hardball situations

6

Navigate cultural, generational, and organizational dynamics shaping GCC stakeholder relationships

WHO SHOULD ATTEND?



Senior Managers & Executives

Leading complex stakeholder landscapes across multiple functions and geographies



Project & PMO Leaders

Driving stakeholder buy-in across large transformation programs



Client-Facing Professionals

Managing expectations, relationships, and influence across the organization



HR, Strategy & Govt Teams

Functions that depend on sustained stakeholder alignment to deliver change

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CONFLICT RESOLUTION & ADAPTABILITY

06

Stop Avoiding Conflict. Start Resolving It.

WHY THIS PROGRAM?

Most professionals are trained to avoid conflict, which means real issues stay buried until they explode. This program reframes conflict as a leadership competency, equipping participants with the assertiveness, emotional intelligence, and adaptive mindset to confront difficult situations early and build teams that can disagree productively.

KEY HIGHLIGHTS

- 
Understanding & Diagnosing Conflict
 Identify the types, causes, and lifecycle of workplace conflict, from task-based disputes to personality and cultural clashes, before they become performance problems.
- 
The Manager's Role in Resolution
 Shift from bystander to facilitator. Learn when to intervene, how to mediate, de-escalate angry stakeholders, and manage upward conflict with confidence and ethical clarity.
- 
Constructive Conflict Management Tools
 Apply the Interest-Based Relational approach, agreement framing, and EI techniques to transform destructive conflict into productive dialogue and agreements that hold.
- 
Adaptability in a Changing Environment
 Build the adaptive mindset that keeps professionals effective under pressure. Understand resistance to change, identify your adaptability style, and stay composed when conditions shift.

WHAT YOU WILL LEARN

- 
 Diagnose workplace conflict accurately, identifying root causes, dynamics, and lifecycle stage to determine the right intervention at the right time
- 
 Step into the facilitator role with confidence, managing complaints, mediating disputes, and de-escalating stakeholders with clear ethical boundaries
- 
 Apply the IBR approach and EI-based conflict tools to turn tension into resolution and protect team performance
- 
 Build an adaptive mindset and personal resilience strategies to respond to change and conflict without losing composure or effectiveness

WHO SHOULD ATTEND?



People
Managers



HR & OD
Professionals



Cross-Functional
Teams



Team Leaders &
Supervisors

RESOLVE · ADAPT · LEAD

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PERSONAL EFFECTIVENESS

07

Own Your Performance. From the Inside Out.

WHY THIS PROGRAM?

Most professionals accumulate experience without ever examining how they show up, follow through, or get in their own way. This two-day program builds the self-awareness, accountability, and execution discipline that separates professionals who are busy from those who are genuinely effective — and is the ideal foundation before any leadership or management program.

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KEY HIGHLIGHTS



Self-Awareness & Personal Accountability

Close the gap between intention and impact. Understand your strengths, blind spots, and behavioral patterns, and build the accountability that stops you outsourcing responsibility for your own results.



Goal Setting & Execution Discipline

Stop setting goals you don't follow through on. Apply structured goal-setting and execution frameworks that translate ambition into measurable targets, and build the habits and discipline to actually deliver them.



Professional Presence & Credibility

How you show up determines how far you go. Understand the gap between how you see yourself and how others experience you, and take control of the presence and behaviours that build long-term credibility.



Growth Mindset & Continuous Improvement

Experience without reflection is just time passing. Build the growth mindset and learning habits that turn every challenge, setback, and piece of feedback into fuel for sustained professional development.

WHAT YOU WILL LEARN

1

Awareness & Accountability

Identify your strengths, blind spots, and the gap between intention and impact, and build the personal accountability that makes you the driver of your own results

2

Goal-Setting & Execution

Set goals that stick and follow through on them, applying execution frameworks and habit-building strategies that convert professional ambition into consistent, measurable output

3

Professional Presence

Take deliberate control of your professional presence, understanding how you are perceived, what your credibility signals communicate, and how to close the gap between the two

4

Growth Mindset & Self-Improvement

Build the growth mindset and structured self-improvement habits that turn feedback, setbacks, and new challenges into accelerators for your long-term professional development

WHO SHOULD ATTEND?



High-Potential Employees

Emerging professionals building the personal foundation for leadership readiness



Mid-Level Managers

Managers who want to show up with more intention, impact, and professional clarity



New-to-Role Professionals

Individuals transitioning into new roles or organizations who need a strong personal reset



Cross-Functional Professionals

Professionals in demanding environments who are ready to own their development

HABITS OF HIGH-IMPACT PROFESSIONALS

08

The Behaviors That Separate Good from Outstanding

WHY THIS PROGRAM?

High performance isn't accidental; it's habitual. This program identifies the behavioral patterns that consistently distinguish top performers from the rest, and gives professionals a practical, reflective framework to build those habits deliberately. Grounded in behavioral science and applied to GCC environments where expectations are high and the margin for error is narrow.

Habits of High-Impact Professionals

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KEY HIGHLIGHTS



Proactivity & Personal Responsibility

Take ownership of your choices and responses, regardless of circumstances or hierarchy. Stop reacting and start leading your own experience.



Collaborative Intelligence & Win-Win Thinking

Build the mindset and communication habits that create genuine mutual benefit. The professionals who rise fastest are those who make others successful too.



Clarity of Purpose & Priority

Define your personal and professional vision with precision, then align your daily actions ruthlessly to what actually matters rather than what merely feels urgent.



Continuous Renewal & Sustained Performance

Protect your capacity to perform. Build habits of physical, mental, and professional renewal that prevent burnout, sustain peak output, and keep you sharp.

WHAT YOU WILL LEARN



Take ownership of your choices and responses, developing the proactive mindset that keeps you in control of your results regardless of external pressures



Define a clear personal vision and build the prioritization discipline to align time, energy, and attention with what genuinely moves you forward



Build collaborative habits and win-win thinking that strengthen working relationships, accelerate team results, and expand your professional influence



Build renewal practices, physical, mental, and professional, that sustain your performance capacity and protect you from burnout over the long term

WHO SHOULD ATTEND?



High-Potential Employees



Mid-Level Managers



New-to-Role Professionals



Professionals Across Sectors

NEGOTIATION SKILLS & STRATEGIES

*Close Better Deals.
Protect Your Position.*

WHY THIS PROGRAM?

Most professionals negotiate every day, and most do it on instinct. This program replaces instinct with strategy, from reading behavioral styles and mastering BATNA to running mediations and closing with confidence. Participants leave with a structured, ethical approach that works in boardrooms, client meetings, and cross-cultural business environments.

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KEY HIGHLIGHTS



The Psychology & Strategy of Negotiation

Understand what drives your counterpart: their motivations, behavioral style, and decision triggers. Apply questioning techniques and the feel-good factor to shift the dynamic in your favour from the opening move.



BATNA, ZOPA & Integrative Strategy

Master both distributive and integrative approaches, knowing when to compete and when to collaborate. Apply BATNA, ZOPA, anchoring, and package deals to protect your position while building durable agreements.



Behavioral Style & Adaptation

Identify your negotiation style through assessment, then adapt in real time to your counterpart. Understand the true meaning of win-win and the ethics that separate principled influence from manipulation.



Body Language, EI & Mediation

Read non-verbal signals accurately and use your own body language deliberately. Apply EI to stay composed under pressure and use practical mediation techniques to rescue deals at breaking point.

WHAT YOU WILL LEARN

- 1 Apply the psychology of negotiation, reading driving forces, adapting your style, and using proposals that place you above the competition
- 2 Use BATNA, ZOPA, anchoring, and integrative strategies to structure negotiations that protect your walk-away position and build durable agreements
- 3 Identify your behavioral negotiation style, adapt in real time, and maintain the ethical boundaries that protect your long-term credibility
- 4 Read body language, manage your emotional responses under pressure, and apply mediation techniques to close deals that might otherwise collapse

WHO SHOULD ATTEND?



Senior Managers
& Executives



Sales &
Business Dev



Commercial &
Support Teams



Project &
Procurement
Teams

TIME & STRESS MANAGEMENT

10

*Work Smarter, Stay Sharper, Perform Under Pressure.**Reliability · Excellence · Benefit · Adaptability · Client-Centricity*

WHY THIS PROGRAM?

High performance in demanding GCC organizations isn't just about working hard, it's about working smart and staying resilient. This program tackles two of the most performance-costly challenges in any workplace: time lost to poor prioritization, and energy lost to unmanaged stress. Participants leave with practical tools for both, applied from day one.

KEY HIGHLIGHTS

Taking Control of Your Time & Workload

Apply lean thinking, flow state, and prioritization frameworks to manage demanding workloads and meet tight deadlines without burning out.

Smart Planning & Delegation

Identify what consumes time without producing results. Build the habits and delegation discipline to stay focused on what matters most.

Stress Psychology & Performance

Understand stress physiology and psychology, identify personal stressors, and recognise where productive pressure ends and burnout begins.

Resilience & Coping Strategies

Build the resilience toolkit — sleep, nutrition, boundary-setting, and strategies for managing difficult people before tensions escalate.

WHAT YOU WILL LEARN

1 Apply prioritization frameworks, lean thinking, and flow state principles to manage demanding workloads and tight deadlines without sacrificing quality

2 Eliminate time wasters, build high-productivity habits, and apply delegation discipline for immediate day-to-day efficiency gains

3 Understand the physiology and psychology of stress, identify personal stressors, and distinguish productive pressure from damaging overload

4 Build personal resilience using coping tools, boundary-setting, and conversation skills that protect your performance under sustained pressure

WHO SHOULD ATTEND?



Mid-Level Managers

People managers juggling competing priorities, deadlines, and team demands



High-Potential Employees

Emerging professionals building the habits and resilience for long-term high performance



Team Leaders & Supervisors

Frontline leaders responsible for team productivity and a healthy working environment



High-Pressure Teams

Professionals working in demanding environments with high output expectations

TIME
CONTROL

COVERED

PRIORITIZATION
TOOLS

COVERED

STRESS
MANAGEMENT

COVERED

PERSONAL
RESILIENCE

INCLUDED

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3

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SCRUM FOUNDATIONS

Trust & Core Practices for Effective, Predictable Delivery

WHY THIS PROGRAM?

Scrum is a complete delivery framework, not just a set of meetings. This program builds practical capability in its accountabilities, events, artifacts, and commitments, helping teams create focus, transparency, and continuous learning under uncertainty.

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KEY HIGHLIGHTS



The Scrum Framework

Accountabilities, events, artifacts and commitments working as one



Trust & Safety

Psychological safety and collaboration that build transparency



Evidence-Based Delivery

Flow metrics: WIP, throughput, lead and cycle time



Agile Tools in Practice

Hands-on with Jira and Trello for visibility and flow

WHAT YOU WILL LEARN

- ✓ Apply Scrum events, artifacts & accountabilities
- ✓ Use Definition of Ready & Done to raise quality
- ✓ Refine backlogs & set outcome-based Sprint Goals
- ✓ Apply flow metrics & lightweight risk practices

WHO SHOULD ATTEND?



Scrum Masters &
Product Owners



Project & Program
Professionals



Team Leads &
Developers



Managers &
Stakeholders

PROJECT MANAGEMENT SKILLS

Planning, Scheduling, Coordination & Stakeholder Follow-Up

WHY THIS PROGRAM?

Project success starts with strong coordination, clear planning, and disciplined follow-up. This program gives entry-level project professionals the practical tools to support project planning, build schedules, track progress, document updates, manage basic risks, and communicate effectively with stakeholders.

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KEY HIGHLIGHTS



Project Basics & Coordination

Understand the project lifecycle, key roles, project documents, meeting routines, and the coordinator's role in keeping project work organized.



Planning, WBS & Scheduling

Support project planning by defining deliverables, building a simple Work Breakdown Structure, creating schedules, and tracking milestones.



Progress Tracking & Reporting

Monitor task progress, update action logs, track issues and risks, and prepare clear status updates for project managers and stakeholders



Stakeholder Communication & Follow-Up

Support stakeholder engagement through meeting coordination, minutes of meeting, follow-up actions, communication tracking, and escalation support

WHAT YOU WILL LEARN

1

Understand project fundamentals

Recognize project phases, roles, responsibilities, common documents, and the role of project coordination.

2

Support project planning and scheduling

Help define deliverables, build a basic WBS, prepare schedules, and track milestones.

3

Track progress, actions, issues, and risks

Use simple tools to update task status, maintain action logs, monitor risks, and support project reporting

4

Communicate and follow up with stakeholders

Prepare meeting notes, follow up on actions, maintain communication records, and escalate issues appropriately

WHO SHOULD ATTEND?



Project Coordinators

Entry-level professionals supporting project planning, follow-up, and documentation



Project Team Members

Team members contributing to project tasks, deliverables, schedules, and progress updates



Project Support Staff

Employees assisting with coordination, action tracking, and administration



Aspiring Project Professionals

Entry-level talent preparing for project or PMO roles

PRACTICE AREA



Finance & Banking

Financial principles, practice and analytical capability

12 PROGRAMS IN THIS SECTION

01

Data-Driven Finance

02

Credit Analysis & Lending
Decisions

03

AI in Finance & Automation

04

Budgeting, Cost Control &
Performance Management

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Financial Modeling

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Financial Risk & Decision
Discipline

07

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IFRS 18 — Presentation &
Disclosure

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IFRS 9 — Financial Instruments

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CAMS Certification Program

DATA-DRIVEN FINANCE

From Financial Data to Executive Dashboards

WHY THIS PROGRAM?

Modern finance functions must move beyond static reports to dynamic, insight-driven decision-making. This program equips professionals to transform financial data into clear, actionable dashboards that support faster and better decisions.

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KEY HIGHLIGHTS



Interactive Dashboards

Building interactive dashboards using Excel and Power BI



Meaningful Insights

Transforming raw data into actionable insights.



Executive Reporting

Designing executive-level reporting views



Process Automation

Automating financial reporting processes

WHAT YOU WILL LEARN

- ✓ Structuring financial data for analysis
- ✓ Using Excel and Power BI for visualization
- ✓ Designing KPI-driven dashboards
- ✓ Creating automated and dynamic reports

WHO SHOULD ATTEND?



Finance
Professionals



FP&A and
Reporting Teams



Business
Analysts



Managers &
Decision Makers

CREDIT ANALYSIS & LENDING DECISIONS

From Financial Assessment to Confident Credit Decisions

Reliability · Excellence · Benefit · Adaptability · Client-Centricity

WHY THIS PROGRAM?

Effective lending decisions demand a structured, analytical approach. This program equips credit professionals with practical frameworks to evaluate borrower financial strength, identify early warning signals, assess repayment capacity, and make confident, risk-informed lending decisions.

KEY HIGHLIGHTS



Structured Credit Analysis Framework
Apply a proven methodology to assess creditworthiness with consistency and depth.



Financial Statement-Based Credit Assessment
Interpret financial statements to evaluate liquidity, leverage, and profitability.



Identifying Early Warning Signals
Detect deteriorating credit quality and red flags before default materializes.



Risk-Based Lending Decision Approach
Structure lending proposals aligned with risk appetite and institutional credit policy.

WHAT YOU WILL LEARN

- ✓ Analyze borrower financial statements and compute key credit ratios
- ✓ Assess repayment capacity, free cash flow, and debt service coverage
- ✓ Evaluate credit risk using structured scoring and grading models
- ✓ Apply risk-based lending decision frameworks aligned with policy
- ✓ Recognize early warning signals and triggers for credit review
- ✓ Structure and present credit proposals with clarity and confidence

WHO SHOULD ATTEND?



Credit Analysts



Relationship Managers



Risk Professionals



Corporate & SME Bankers

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AI IN FINANCE & AUTOMATION

*Transforming Finance Through
Intelligent Tools*

WHY THIS PROGRAM?

Artificial Intelligence is reshaping finance by automating processes, enhancing analysis, and transforming decision-making. This program gives professionals practical, hands-on knowledge to leverage AI tools confidently in real finance workflows.

*Reliability · Excellence · Benefit ·
Adaptability · Client-Centricity*

KEY HIGHLIGHTS



AI in Financial Analysis & Reporting

Apply AI tools to accelerate financial analysis, automate reporting, and surface actionable insights.



Automating Repetitive Finance Tasks

Eliminate manual, low-value work through intelligent automation and workflow optimization.



Enhancing Forecasting & Decision-Making

Leverage predictive models and AI-driven signals to improve the accuracy of financial forecasts.



Improving Efficiency & Reducing Manual Effort

Redesign finance workflows to maximize throughput, accuracy, and team capacity.

WHAT YOU WILL LEARN

1

Use AI tools for financial analysis, reporting, and real-time insight generation

2

Automate data processing, reconciliations, and repetitive reporting workflows

3

Enhance forecasting accuracy using AI-driven predictive and scenario models

4

Apply AI in real finance use cases — from FP&A to variance and risk analysis

5

Identify automation opportunities and prioritize high-impact finance processes

6

Build a practical AI adoption roadmap for your finance function

WHO SHOULD ATTEND?



Finance Professionals

Analysts, controllers & finance leads



FP&A Teams

Planning, budgeting & forecasting teams



Finance Managers

Leaders driving efficiency & change



Digital Transformation Teams

Innovators modernizing finance operations

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BUDGETING, COST CONTROL & PERFORMANCE MANAGEMENT

*Enhancing Financial Discipline
and Resource Efficiency*

WHY THIS PROGRAM?

Effective budgeting and cost control are the cornerstones of financial discipline. This program equips professionals with practical tools to sharpen planning accuracy, close performance gaps, drive efficiency, and align resource allocation directly to strategic objectives.

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KEY HIGHLIGHTS



Budget Preparation & Planning

Master proven techniques to build robust, realistic budgets aligned with organizational goals



Cost Control & Efficiency

Identify cost drivers, eliminate waste, and implement structured efficiency improvement initiatives



Performance Monitoring & Variance Analysis

Track actual performance against budgets, interpret variances, and drive corrective action



Linking Budgets to Strategic Objectives

Align financial planning with long-term strategy to ensure resource allocation delivers measurable value

WHAT YOU WILL LEARN

- ✓ Build and manage budgets effectively across departments and business units
- ✓ Control costs, eliminate inefficiencies, and improve operational resource utilization
- ✓ Analyze variances, investigate performance gaps, and recommend corrective actions
- ✓ Align financial plans with organizational strategy to deliver measurable outcomes

WHO SHOULD ATTEND?



Finance &
Budgeting Teams



Planning & Strategy
Departments



Senior
Managers



Department
Heads

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FINANCIAL MODELING

Mastering Excel-Based Financial Modeling & Analysis

Reliability · Excellence · Benefit · Adaptability · Client-Centricity

WHY THIS PROGRAM?

Learn to build and analyze financial models that drive strategic decisions, evaluate business performance, and unlock deeper financial planning capabilities. This program delivers hands-on Excel mastery with real-world modeling applications.

KEY HIGHLIGHTS



Hands-On Excel Training

Build professional-grade financial models from scratch using advanced Excel features and best practices.



Advanced Valuation Techniques

Master DCF, comparable company analysis, and other core valuation frameworks used by finance professionals.



Scenario & Sensitivity Analysis

Design dynamic models that stress-test assumptions and quantify the impact of key business variables.



Forecasting & Budgeting Models

Develop integrated forecast models linking P&L, balance sheet, and cash flow statements.

WHAT YOU WILL LEARN



Financial Statement Modeling

Build fully integrated 3-statement models (P&L, Balance Sheet, Cash Flow) with dynamic linkages.



DCF & Valuation Methods

Apply discounted cash flow analysis and multiple valuation approaches to assess business value.



Risk Analysis & Stress Testing

Run scenario analysis, sensitivity tables, and Monte Carlo simulations to quantify model risk.



Building Practical Models

Develop ready-to-use models for budgeting, forecasting, project appraisal, and M&A analysis.

WHO SHOULD ATTEND?



Finance Professionals

Analysts & controllers seeking deeper modeling skills



Investment Analysts

Equity, credit & portfolio analysis professionals



Corporate Managers

Finance and strategy leaders driving planning decisions



Business Consultants

Advisors building rigorous financial cases for clients

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FINANCIAL RISK & DECISION DISCIPLINE

Managing Financial Risk & Uncertainty for Better Decision-Making

WHY THIS PROGRAM?

Today's volatile financial landscape demands disciplined risk management and proactive decision-making. This program empowers finance professionals to identify, assess, and mitigate financial risks while building the decision discipline needed for more resilient, high-performing businesses.

KEY HIGHLIGHTS



Financial Risk Management Frameworks

Implement structured, enterprise-wide frameworks to systematically identify, assess, and control financial risks.



Risk Factor Analysis & Interconnections

Map financial risk factors across the business, understand their relationships, and model cascading effects.



Early Warning & Contingency Systems

Design trigger-based monitoring systems and robust contingency plans that activate before risks become crises.



Decision Discipline & Risk-Awareness

Embed risk-conscious thinking into day-to-day financial decisions to improve outcomes and reduce reactive firefighting.

WHAT YOU WILL LEARN



Identify, classify, and quantify financial risks across the balance sheet and operations



Develop structured mitigation strategies and contingency plans for high-priority risks



Establish key risk indicators (KRIs) and early warning signals to enable proactive responses



Apply decision-discipline frameworks to reduce bias and improve quality of financial choices

WHO SHOULD ATTEND?



**Risk Management
Teams**



**Finance & Treasury
Professionals**



Corporate Strategists

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FP&A & BUSINESS PARTNERING

Driving Value Through Strategic Financial Insight

Reliability · Excellence · Benefit · Adaptability · Client-Centricity

WHY THIS PROGRAM?

Modern finance teams must go beyond reporting to actively shape business decisions. This program equips professionals with the analytical tools, commercial mindset, and communication skills to become true strategic partners — driving performance, improving planning quality, and delivering measurable outcomes.

KEY HIGHLIGHTS



Finance as a Strategic Business Partner

Shift from a reporting function to a proactive advisor that co-owns business outcomes and strategic direction.



Integrated Financial Planning

Build connected planning processes that link strategy, budgets, forecasts, and operational plans into one coherent view.



KPI-Driven Performance Frameworks

Design and embed performance measurement systems that track what truly matters and drive management action.



Supporting Management Decision-Making

Deliver clear, commercial financial insights that give leadership the confidence to make faster, better decisions.

WHAT YOU WILL LEARN



Build rolling forecasts and integrated financial planning models



Design KPI frameworks that connect financial performance to strategic goals



Communicate financial insights with clarity and commercial impact



Partner with business units to challenge assumptions and improve decisions



Conduct variance analysis and turn findings into actionable recommendations



Align financial plans with organizational strategy and resource priorities

WHO SHOULD ATTEND?



FP&A Professionals

Planning, budgeting & forecasting specialists



Business Unit Leaders

Managers who rely on finance for decisions



Finance Managers

Controllers & finance leads building capability



Strategy & Planning Teams

Cross-functional teams shaping the direction

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TREASURY & LIQUIDITY MANAGEMENT

Optimizing Liquidity, Funding & Financial Risk Control

WHY THIS PROGRAM?

Effective treasury management is critical to ensuring liquidity, managing funding costs, and maintaining financial stability. This program equips professionals with practical tools to manage cash flows, optimize liquidity positions, and support strategic financial decisions.

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KEY HIGHLIGHTS

- 

Liquidity Management Frameworks

Apply industry best practices and regulatory frameworks to manage and monitor liquidity positions effectively.
- 

Cash Flow Forecasting & Planning

Build robust cash flow forecasting models that enhance visibility over short- and long-term liquidity needs.
- 

Funding Strategies & Cost Optimization

Design optimal funding structures that minimize cost, diversify sources, and align with the organization's risk appetite.
- 

Liquidity Risk Under Stress Scenarios

Identify and model liquidity risk in stress conditions, building contingency plans that protect financial stability.

WHAT YOU WILL LEARN

- Manage short- and long-term liquidity positions with precision and confidence
- Build cash flow forecasting models for operational and strategic planning
- Apply liquidity risk metrics, including LCR and NSFR concepts, to assess resilience
- Optimize funding structures and treasury decisions to reduce cost and improve agility

WHO SHOULD ATTEND?

- 
Treasury Professionals
- 
Finance & Liquidity Managers
- 
Risk & ALM Professionals
- 
Banking & Corporate Finance Teams

ACI DEALING CERTIFICATION PROGRAM

Mastering Financial Markets, FX & Money Markets Dealing

Reliability · Excellence · Benefit · Adaptability · Client-Centricity

WHY THIS PROGRAM?

Financial market professionals require a deep understanding of trading instruments, market conventions, and risk management practices. This program prepares participants for ACI certification while strengthening practical dealing and market analysis skills.

FX MARKETS

COVERED

MONEY MARKETS

COVERED

RISK MGMT

COVERED

ACI EXAM PREP

INCLUDED

KEY HIGHLIGHTS



FX & Money Market Coverage

Comprehensive treatment of foreign exchange and money market instruments, conventions, and pricing mechanics.



Market Conventions & Dealing

Master the dealing practices, quoting conventions, and professional standards governing global financial markets.



Risk Management in Trading

Understand and apply risk management frameworks specific to trading environments, including market and counterparty risk.



ACI Certification Preparation

Structured, certification-focused preparation covering all ACI exam domains with practice questions and techniques.

WHAT YOU WILL LEARN

1 Foreign exchange instruments, spot, forward, and swap pricing conventions

2 Money market instruments, interest rate products, and pricing fundamentals

3 Market risk concepts, position management, and active trading strategies

4 ACI exam preparation techniques, practice questions, and time management

WHO SHOULD ATTEND?



Treasury & Dealing Room Professionals

Front-office dealers and treasury specialists



Financial Market Analysts

Analysts covering FX, rates, and money markets



Bank Dealers & Traders

Active dealers in FX, fixed income, and swaps



ACI Certification Candidates

Professionals pursuing ACI Dealing Certificate

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CERTIFICATE

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IFRS 18

PRESENTATION & DISCLOSURE

*Enhancing Financial Statement
Transparency & Structure*

WHY THIS PROGRAM?

IFRS 18 introduces significant changes to the presentation and disclosure of financial statements, improving transparency and comparability. This program equips professionals to understand and implement the new requirements with confidence.

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KEY HIGHLIGHTS



New Income Statement Structure

IFRS 18 mandates a restructured income statement with defined categories: operating, investing, and financing activities — improving comparability across entities.



Mandatory Subtotals & Presentation Rules

New required subtotals including 'Operating Profit' create a standardized baseline, replacing the inconsistency of entity-defined line items.



Management Performance Measures (MPMs)

Entities using non-IFRS subtotals must apply the new MPM disclosure requirements — bridging management reporting and audited financials.



Aggregation & Disaggregation Principles

Clear guidance on when to aggregate or disaggregate line items ensures financial statements are neither cluttered nor missing material information.

WHAT YOU WILL LEARN

1

IFRS 18 Presentation Requirements

Apply the new presentation framework — understand the mandatory categories, their boundaries, and classification criteria for income and expense items.

2

Performance Measures & Disclosures

Understand the MPM disclosure regime — which measures qualify, what disclosures are required, and how to bridge management and statutory reporting.

3

Financial Statement Clarity

Enhance the transparency and comparability of financial statements by applying the aggregation and disaggregation principles with practical judgment.

4

Implementation & Transition Readiness

Navigate the transition from IAS 1, assess the impact on your current financial statements, and build an implementation roadmap for your organization.

WHO SHOULD ATTEND?



Finance & Reporting Professionals

Controllers and reporting teams managing IFRS 18 adoption and financial statement redesign.



Financial Controllers

Senior finance leaders overseeing IFRS 18 implementation, systems updates, and policy changes.



Auditors

Practitioners auditing IFRS 18 compliant financial statements and assessing MPM disclosures.



Financial Analysts

Analysts interpreting restructured financial statements and adjusted performance measures.

IFRS 9

FINANCIAL INSTRUMENTS

Classification, Measurement & Expected Credit Loss (ECL)

CLASSIFICATION

IMPAIRMENT

ECL MODELING

Stage 1

12-Month ECL



Stage 2

Lifetime ECL



Stage 3

Credit Impaired

Reliability · Excellence · Benefit · Adaptability · Client-Centricity

WHY THIS PROGRAM?

IFRS 9 fundamentally reshaped the accounting and risk management of financial instruments. This program provides a practical understanding of classification, measurement, impairment, and ECL modeling — bridging the gap between accounting standards and credit risk practice.

KEY HIGHLIGHTS



Classification & Measurement

Understand the three classification categories (AC, FVOCI, FVTPL), the SPPI test, and the business model assessment.



Staging & Impairment Models

Navigate Stage 1, 2, and 3 classification, significant increase in credit risk (SICR) triggers, and 12-month vs lifetime ECL.



Expected Credit Loss Framework

Apply the ECL model — probability of default, loss given default, and exposure at default — across portfolios and instruments.



Practical Implementation Challenges

Address real-world IFRS 9 implementation issues — data gaps, model validation, overlay adjustments, and disclosure requirements.

WHAT YOU WILL LEARN

- ✓ Apply IFRS 9 classification rules — SPPI test and business model assessment across instrument types
- ✓ Build and interpret ECL models using PD, LGD, and EAD inputs for different portfolio segments
- ✓ Navigate staging criteria, SICR triggers, and the transition between Stage 1, 2, and 3
- ✓ Align accounting treatment with credit risk practices and satisfy disclosure requirements

WHO SHOULD ATTEND?



Finance & Accounting Professionals

Accountants preparing IFRS 9 compliant financial statements



Risk & Credit Analysts

Analysts building and validating ECL models and staging logic



Auditors & Compliance Teams

Professionals reviewing and assessing IFRS 9 implementation



Banking Professionals

Bankers managing credit portfolios and financial disclosures

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CAMS CERTIFICATION PROGRAM

*Strengthening Anti-Money Laundering
& Financial Crime Compliance*

WHY THIS PROGRAM?

Financial institutions face increasing regulatory expectations in combating financial crime. This program prepares professionals for CAMS certification while enhancing their ability to detect, prevent, and report suspicious activities with confidence.

CAMS

Certified Anti-Money Laundering Specialist

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KEY HIGHLIGHTS



Comprehensive AML/CFT Frameworks

Gain deep command of global anti-money laundering and counter-terrorist financing regulations, standards, and compliance obligations.



Customer Due Diligence & Risk Assessment

Apply CDD, EDD, and risk-based approaches to customer onboarding, profiling, and ongoing monitoring across all client segments.



Transaction Monitoring & Reporting

Design and operate effective transaction monitoring frameworks, identify suspicious patterns, and fulfill STR/SAR reporting obligations.



CAMS Certification Preparation

Structured exam-focused preparation covering all CAMS domains with case studies, practice questions, and exam technique guidance.

WHAT YOU WILL LEARN



Apply AML regulations and compliance frameworks across jurisdictions and business lines



Build customer risk profiles using CDD and EDD methodologies for all client categories



Identify suspicious transaction patterns, red flags, and escalation triggers



Master CAMS exam preparation through case-based learning and practice assessments

WHO SHOULD ATTEND?



Compliance &
AML Professionals



Risk & Audit
Teams



Banking
Professionals



CAMS Certification
Candidates

Reliability · Excellence · Benefit · Adaptability · Client-Centricity

PRACTICE AREA



AI & Data Analytics

Confident analysis and informed decision-making

8 PROGRAMS IN THIS SECTION

01

Introduction to Artificial Intelligence (AI) for Business Leaders

02

AI Literacy, Generative Models, and AI Cost Management

03

Agentic AI Strategy, Workflows, and Tooling

04

Designing Safe Agentic Workflows and Data Readiness

05

Business Intelligence: Data Analysis & Reporting

06

Power BI — Data Visualization & Dashboards

07

HR Data Analyst

08

Certified Data Intelligence & Business Analytics Professional (DIBAP)

INTRODUCTION TO AI FOR BUSINESS LEADERS

01

From AI Literacy to Confident Strategic Application

WHY THIS PROGRAM?

AI is reshaping every sector, yet many business leaders are still building the fluency needed to ask the right questions, evaluate the right opportunities, and govern the associated risks. This program helps close that gap by providing decision-makers with a practical and accessible foundation in AI concepts, generative AI tools, and the strategic and ethical judgment needed to act with confidence.

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KEY HIGHLIGHTS



AI Concepts & Terminology

Cut through the jargon. Understand AI, machine learning, deep learning, neural networks and generative AI — and what each one actually means for your business decisions.



Generative AI and LLM Tools: Hands-On Practice

Move beyond headlines. Work directly with generative AI tools using effective prompting techniques, understand their real capabilities, and recognize where they fall short.



Business Transformation through AI

Explore how AI is reshaping operations, customer experience, and decision-making — and map at least one AI-enabled improvement opportunity to your own organization.



AI Ethics, Governance & Responsible Use

Address bias, hallucination, privacy and misuse with a practical framework for responsible AI deployment — and understand your role as a leader in setting the right standards.

WHAT YOU WILL LEARN



Explain AI, machine learning, deep learning, and generative AI, and clearly distinguish their business implications for nontechnical stakeholders.



Use generative AI and LLM tools hands-on: apply effective prompting, summarize content, generate ideas, and recognize their limits in a business context.



Identify and evaluate AI use cases for your own organization, from operational efficiency to customer experience, and develop a realistic AI opportunity map for improvement.



Assess ethical, regulatory, and governance risks of AI deployment, and apply responsible AI principles to decisions you will actually face as a business leader.

WHO SHOULD ATTEND?



Executives & Senior Managers

Setting AI direction and evaluating strategic opportunities



Business Unit & Department Heads

Operations, customer experience, and digital transformation



Strategy, Risk & Data Leaders

Leaders in strategy, analytics, compliance and HR/L&D



Managers Leading AI-Driven Change

Leaders responsible for AI-enabled initiatives

AI LITERACY, GENERATIVE MODELS & AI COST MANAGEMENT

02

From AI Concepts to Token Economics, Prompting Mastery & Responsible Deployment

AI & DATA ANALYTICS PROGRAM CATALOG

Building the Human Edge

3 DAYS | HANDS-ON LABS | FINAL PROJECT

WHY THIS PROGRAM?

Many business leaders are familiar with AI tools, but fewer understand the operational economics that determine whether an AI initiative can deliver sustainable value at scale. This program bridges that gap by equipping leaders with the concepts, cost-management knowledge, prompting skills, and governance principles needed to evaluate, deploy, and oversee AI with informed confidence rather than enthusiasm alone.

KEY HIGHLIGHTS



Generative AI & LLM Concepts

Understand how LLMs, deep learning, and neural networks differ from traditional AI, while comparing leading global model providers and their strategic trade-offs.



Token Economics & AI Operational Cost

Understand how token usage, Arabic and English tokenization, model size, and API design affect AI costs, efficiency, and viability.



Advanced Prompt Engineering

Apply role-playing, constraints, structured reasoning prompts, examples, and iterative refinement to strategic planning, content creation, and knowledge management.



Embeddings, RAG & AI Governance

Understand how embeddings and retrieval-augmented generation connect LLMs to enterprise data and how to manage ethical, legal, and reputational risks at scale.

WHAT YOU WILL LEARN

1

Explain AI, machine learning, deep learning, and LLMs, and assess the strategic trade-offs among leading global model providers.

2

Analyze and estimate AI operating costs based on token usage, model architecture, pricing, and the cost differences between Arabic and English tokenization.

3

Apply advanced prompting techniques to real business challenges in planning, content creation, and knowledge management.

4

Explain how embeddings and RAG connect LLMs to proprietary data and apply responsible AI principles to ethical, legal, and governance risks.

WHO SHOULD ATTEND?



Executives & Senior Managers

Setting AI direction and responsible for evaluating strategic opportunities



Business Unit & Department Heads

Operations, digital transformation, customer experience, and innovation leads



Strategy, Risk & Data Leaders

Leaders in analytics, compliance, HR / L&D and technology planning



Managers Leading AI-Driven Change

Leaders responsible for AI-enabled programs, budgets, or teams

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AGENTIC AI STRATEGY, WORKFLOWS & TOOLING

03

From Generative AI to Action-Taking Automation

WHY THIS PROGRAM?

Generative AI creates content, while agentic AI can take action across defined workflows. This program gives business leaders a practical understanding of how AI agents plan, use tools, and execute tasks. Participants learn when agentic AI is appropriate, how to align agents with organizational needs, and how to govern their use safely and responsibly.

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KEY HIGHLIGHTS



From Generative to Agentic AI

Distinguish AI agents from chatbots and robotic process automation (RPA), understand how they plan and execute complex goals, and determine when to use an agent instead of a simple prompt.



Tooling, Anatomy & Workflow Design

Explore no-code and low-code agent builders, map business workflows, and define which tasks agents should handle and which should remain under human control.



Agent Persona & Vibes in Design

Define your agent's tone, style, and persona to align with your brand, culture, and user expectations.



Guardrails, Governance & Leadership Action

Set safety boundaries, define human approval points, and draft an Agentic AI Opportunity Statement to support a credible business case.

WHAT YOU WILL LEARN

1

Explain agentic AI and distinguish it from chatbots, RPA, and standalone generative AI tools for both technical and nontechnical audiences.

2

Describe the core components of an AI agent, including goals, planning, tools, memory, and policies, in clear language stakeholders can understand.

3

Identify and prioritize Agentic AI use cases in your own business unit, focusing on repetitive, high-volume, rule-based workflows with measurable value.

4

Determine whether a task requires a goal-driven AI agent or can be handled with a simpler prompt or automation.

5

Apply Vibes in Design principles to define the right agent persona, tone, and interaction style so your agent reinforces rather than undermines brand trust.

6

Formulate an Agentic AI Opportunity Statement covering the target workflow, expected benefits, desired agent vibe and initial conditions for safe deployment.

WHO SHOULD ATTEND?



Executives & Senior Managers

Setting direction for AI-enabled automation and responsible deployment



Business Unit & Department Heads

Operations, shared services, customer experience, digital transformation and innovation leaders



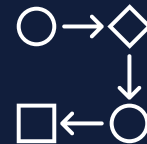
Strategy, IT & Transformation Leaders

Leaders sponsoring or overseeing AI, data, and automation initiatives



Risk, Compliance & Workforce Leaders

Those responsible for AI governance, policy, and workforce change readiness



DESIGNING SAFE AGENTIC WORKFLOWS & DATA READINESS

04

Design Real Workflows. Build in Safety. Launch AI Pilots with Confidence.

AI & DATA ANALYTICS

PROGRAM CATALOG

2 DAYS | WORKSHOP-BASED

PILOT CANVAS DELIVERABLE

WHY THIS PROGRAM?

Many organizations can identify AI opportunities, but few can design and pilot them safely. This program equips process owners and transformation teams to map workflows, set guardrails, assess data readiness, and develop a complete Pilot Canvas for IT, risk, and leadership review.

KEY HIGHLIGHTS



Architecture & Process Mapping

Understand how agents integrate with enterprise systems and divide workflows into agent, human, and shared steps.



Data Readiness & Document Processing

Assess your organization's data readiness and learn how OCR and intelligent document processing structure data for RAG, enabling agents to use trusted enterprise knowledge.



Guardrails & Human-in-the-Loop Design

Design access controls, dual approvals, confidence-based escalation, and audit logging to embed safety and compliance from the start.



Pilot Canvas & Stakeholder Readiness

Complete a Pilot Canvas covering the agent role, systems, guardrails, KPIs, and success metrics for IT, risk, and leadership approval.

WHAT YOU WILL LEARN



Map business processes from end to end, classify each step as agent, human, or hybrid, and identify which tasks are suitable for agentic AI.



Assess your organization's data readiness: explain how OCR and document processing extract clean data from unstructured sources, and understand how this enables RAG for your agents.



Design access controls, dual approvals, confidence-based escalation, and audit trails to keep agents safe, compliant, and within defined boundaries.



Complete a Pilot Canvas for a real use case, defining the agent role, systems, guardrails, KPIs, and success metrics for IT, risk, and leadership approval.

WHO SHOULD ATTEND?



Process & Product Owners

Operations, customer service and shared services teams mapping workflows to be automated



Digital, IT & Transformation

Leaders managing AI and automation pilots, data teams and digital change programs



Risk, Compliance & PMO

Teams ensuring AI-powered process changes meet governance, audit, and regulatory requirements

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BUSINESS INTELLIGENCE: DATA ANALYSIS & REPORTING

05

Turn Raw Data into Decisions by Mastering Excel as a BI Power Tool

WHY THIS PROGRAM? Organizations generate large amounts of data, yet many still struggle to turn it into timely, actionable decisions. This practical program builds the Excel business intelligence skills needed to transform raw data into dynamic dashboards, scorecards, and management reports.

KEY HIGHLIGHTS



Excel Data Mastery

Master XLOOKUP, text functions, data validation, table tools, and error handling to build a reliable foundation for analysis.



Pivot Tables: The Complete Toolkit

Learn all 20 essential PivotTable tools: layout design, value summaries, date analysis, calculated fields, slicers, conditional formatting and dynamic chart labeling.



Power Query for Data Transformation

Connect to multiple data sources and automate data cleaning, reshaping, and consolidation for repeatable BI workflows.



Data Modeling & What-If Analysis

Build interactive models and use Scenario Manager to test assumptions and present clear alternatives for executive decisions.

WHAT YOU WILL LEARN

1

Prepare clean, structured data for analysis using XLOOKUP, text functions, validation, table tools, and error handling.

2

Build dynamic dashboards, scorecards, and management reports using PivotTables, slicers, calculated fields, and conditional formatting.

3

Use Power Query to connect, transform, and consolidate data from multiple sources into repeatable, automated data pipelines.

4

Use interactive controls and Scenario Manager to test assumptions, model alternatives, and support executive decisions.

WHO SHOULD ATTEND?



Finance & Business Analysts

Professionals building reports, budgets, forecasts, and management packs



Marketing, Sales & HR Teams

Functional professionals who need to analyze, visualize, and present data to stakeholders



Operations & Admin. Professionals

Staff managing operational data, reconciliations, and process reporting



Supervisors & Team Leads

Anyone accountable for data-driven decisions and team performance reporting

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80% HANDS-ON
EXCEL & Power Query
PROGRAM

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Power BI

Data Visualization & Dashboards

From raw data to interactive visual intelligence.



WHY THIS PROGRAM

Spreadsheets show numbers, while Power BI reveals their meaning. This practical program builds the skills needed to transform raw data into interactive dashboards and refreshable reports that support better decisions.

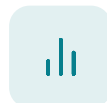
KEY HIGHLIGHTS



Connect & Transform

01

Pull data from Excel, CSV, web, and folders with Power Query, then clean and consolidate it into analysis-ready models.



Visualize & Tell Stories

02

Build charts, matrices, cards, maps, and slicers with drill-through and bookmarks for clear, interactive reports.



Model with DAX

03

Create relationships and DAX measures — CALCULATE, SUMX, COUNTX — for depth beyond basic visuals.



Automate Dashboards

04

Design dashboards that refresh from live sources, replacing manual report cycles with real-time intelligence.

WHAT YOU WILL LEARN

- ✓ Import and transform data from multiple sources with Power Query.
- ✓ Build interactive visuals and dashboards in Power BI Desktop.
- ✓ Write DAX measures and model relationships across tables.
- ✓ Automate refreshable reports that replace static spreadsheets.

WHO SHOULD ATTEND

- 📈 Finance & business analysts
- 📁 Marketing, sales & HR teams
- 👤 Operations & administrative professionals
- 👥 Supervisors & team leads

HR Data Analyst

Turn people data into predictive, evidence-based decisions.

WHY THIS PROGRAM

HR teams hold vast amounts of people data, but it is often underused. This practical program applies statistical analysis and predictive modeling to recruitment, turnover, engagement, learning impact, and performance.

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100%

HANDS-ON
WORKSHOP

4+

STATISTICAL
MODELS

REAL

CASE STUDY
DATASETS

KEY HIGHLIGHTS



Data-Driven HR Analytics

01

The data → metrics → analytics → action process, HR data sources, key statistics, and descriptive vs. predictive analysis.



Recruitment & Turnover

02

Logistic regression to test selection validity, predict shortlisting and rejection, and forecast employee turnover.



L&D Impact via Regression

03

Convert survey data, test reliability with Cronbach's alpha, and measure training impact with linear regression.



Engagement & Performance

04

Factor analysis and stepwise multiple regression to link engagement, loyalty, and profitability — and model performance.

WHAT YOU WILL LEARN

- ✓ Apply analytics across all HR disciplines
- ✓ Measure training impact with regression

- ✓ Improve hiring and predict employee turnover
- ✓ Predict performance from engagement data

WHO SHOULD ATTEND

- Talent, OD & workforce planning
- HR business partners and generalists
- Performance, rewards, and Learning and Development
- HR Analysts Moving into Predictive Analytics

Certified Data Intelligence & Business Analytics Professional

08

**DIBAP***A five-day journey from raw data to confident, decision-ready business intelligence.*

KEY HIGHLIGHTS



Foundations & Data Preparation

01

Master analytics types (descriptive→prescriptive), KPIs and data quality — then structure, clean, and prepare business data in Excel tables.



PivotTables & Power Query ETL

02

Analyze with the full PivotTable toolkit and best-practice rules, then extract, clean, transform, and combine data with Power Query.



Data Modeling & DAX Measures

03

Build star-schema models and relationships in Power Pivot, then write DAX measures for profit, variance, KPIs, and time-based analysis.



Power BI Reports & Storytelling

04

Design interactive Power BI dashboards, turn results into clear insight statements, and publish and share reports securely.

WHAT YOU WILL LEARN

- ✓ Prepare, clean, and structure business data reliably.
- ✓ Analyze with PivotTables and Power Query ETL.
- ✓ Build data models and DAX business measures.
- ✓ Design Power BI dashboards and publish securely.
- ✓ Communicate insights with clear data storytelling.

WHO SHOULD ATTEND

-  Analysts, finance, and operations staff
-  Business and data professionals
-  Managers responsible for data-driven decisions

PRACTICE AREA

Executive Coaching

Unlocking leadership potential at the highest level.

ICF-CERTIFIED COACHES

100% CONFIDENTIAL

WHAT IS EXECUTIVE COACHING

A space to think. A partner to challenge you.

Executive Coaching at REBAC is a structured, confidential engagement between a senior leader and an experienced coach. It is not training, mentoring, or consulting — it is a dedicated space for reflection, challenge, and growth, focused entirely on the individual.

Our coaches are seasoned practitioners with deep experience in leadership, organizational development, and the specific pressures of operating in the GCC and Middle East business environment. Every engagement is tailored to the individual's goals, context, and development needs.

Whether you are navigating a leadership transition, preparing for a more senior role, managing complex stakeholder dynamics, or simply seeking greater clarity and effectiveness — coaching provides the space and the challenge to move forward.

Not training

Not mentoring

Not consulting

EXECUTIVE COACHING · WHAT YOU WILL GAIN

Measurable impact for leaders and organizations



Greater Self-Awareness

Understand your leadership style, strengths, blind spots, and the impact you have on those around you.



Sharper Strategic Thinking

Step back from the operational noise and think clearly about priorities, direction, and the decisions that matter.



Stronger Executive Presence

Communicate with greater authority, confidence, and influence — in the boardroom and with stakeholders.



Resilience Under Pressure

Build the mental and emotional resilience to lead through ambiguity, change, and high-stakes situations.



Accelerated Transitions

Navigate new roles, expanded responsibilities, or major organizational change with confidence and clarity.



Improved Team Performance

Coached leaders report stronger engagement, better delegation, and more effective performance conversations.

DELIVERY OPTIONS · FLEXIBLE TO FIT YOUR SCHEDULE



Individual



Team Coaching



Virtual



Corporate Programmes

EXECUTIVE COACHING · THE COACHING JOURNEY

A structured, confidential process

01**Discovery & Contracting**

A chemistry conversation ensures the right fit between coach and coachee. Goals, boundaries, and success measures are agreed upfront — with full confidentiality guaranteed.

**02****Assessment & Insight**

Where relevant, structured assessments — 360-degree feedback, Hogan psychometrics, and stakeholder interviews — build a rich picture of the leader's impact and priorities.

**03****Coaching Sessions**

Typically 6–12 sessions of 60–90 minutes, in person or virtual. Each session is focused, challenging, and entirely driven by the coachee's agenda and goals.

**04****Review & Embed**

At close, we review progress against the original goals, identify what has shifted, and agree how to sustain the development beyond the formal coaching relationship.

6–12

SESSIONS PER ENGAGEMENT

60–90

MINUTES PER SESSION

**In-person
+ Virtual**

FLEXIBLE DELIVERY

Ready to invest in your leadership? Speak with us about tailoring coaching to your goals — all enquiries in strict confidence.



TRAINING & CONSULTING CATALOG · 2026

Let's Build Something Together.

Every program in this catalog is designed to deliver real, measurable impact for your people and your organization.



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OUR COMMITMENT



Reliability

We deliver on our commitments — every time, without exception.



Excellence

We set the bar high, then work to exceed it in everything we do.



Benefit

Every solution we deliver creates measurable value for our clients.



Adaptability

We evolve with our clients' needs in a fast-changing world.



Client-Centricity

Your success is our north star — it guides every decision we make.