

How We Do It

Correct planning and preparation ensures that training initiatives impact the bottom line. We work closely with you through the research and design phases to make sure the programme fits comfortably with the culture and values of your business and meets defined commercial objectives.

Programme Design

Following comprehensive research we use our training balance™ tool, to build a programme that ensures 70% of the content is action learning focused and in line with our wholebrain™ learning principles:

- We help participants find compelling personal reasons to learn and develop
- We assess individual preferences and learning styles to help participants be as outstanding as they can

- We use work based assignments to energise learning implementation
- We examine the 'why' and 'how', not just the 'what'.
- We engage all five senses to enhance learning retention
- We link learning to real business results

Training Journeys - Learning is more effective when delivered in a series of modules which allows participants time to digest, reflect and practice new skills. We use a 'Journey' approach to all our learning programmes. As participants work their way through the journey, success stories are shared, proof points highlighted and their confidence builds. It is this confidence that drives them to change.

Measurement - We work with you to find ways of setting relevant KPIs and then measuring the results of the

training, from individual, team and organisational perspectives. You can't manage what you can't measure.

Support - There are two ways to make learning work for you. Firstly, training and development needs to be valued and supported by the senior members in your organisation; we brief the participants' line management on the role we expect them to play in making training successful. Secondly, workshop based training needs to be supported by on-the-job coaching. The combination of these two will significantly increase your return on investment.

Engagement - Death by PowerPoint, lectures and irrelevant theory are all banned from our training programmes. The subjects and outcomes are serious but our approach makes learning highly interactive, engaging and fun.

Maximising people performance through training and development

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biz-ability
people performance

Who We Are

biz-ability was established on the basis of three fundamental beliefs:

- firstly, an individual's development can be accelerated through effective training;
- secondly, individual performance drives business performance;
- thirdly, the individual's impact on the organisation can be measured.

Passionate about Performance

Over the last fifteen years we have worked with hundreds of businesses which has allowed us to develop a unique understanding of the cultural and business realities of organisations across the Middle East. This experience has also allowed us to refine the principles we now know are critical for any successful training and development programme:

We continue to shape training solutions and methodologies specifically for the work environment of the Middle East. We are constantly updating our own learning and by forming partnerships with international industry experts we are able to blend the latest in current thinking with local knowledge and insight.

What We Do

The simple truth is that companies don't succeed, people do. Our role is helping your people to succeed through tailored training programmes that have a measurable impact on business performance.

In our experience training needs to be:

- Tailored to your organisation's objectives, culture and values;
- Supported, with buy-in from all stakeholders;
- Measurable based on specific metrics;
- Highly interactive, at least 70% of the course must be experiential;
- Brain friendly - we don't all learn in the same way so courses need to offer a variety of learning methods;
- A journey that builds sustainable results;
- Engaging - the content and outcomes are serious, but our approach makes learning fun.

Our Guarantee

Measureable Results - We offer training solutions that will directly impact your business KPIs, prove that learning and development makes a difference, and deliver a positive return on investment.

Tailored for YOU - The training content will be specific to your industry and company. Your company values, business objectives and requisite competencies will be factored into the design of the programme. Our programmes are tailored for YOU, both at a company and individual level.

Brilliant People - We know to make your people brilliant, we must hire brilliant people. All our consultants and trainers work exclusively for biz-ability. They live in the regional markets they serve, with local insight and international experience. They live our values and are guardians of our Guarantee.

Our Partners

Institute of Leadership and Management. A leading international body to promote improved workplace performance. ILM accreditation is given to practical, action oriented training with measurable results.

Global Leadership Alliance. A network of likeminded training organisations covering the globe. This alliance is formed to service global clients that want local training providers in key territories with a high standard of delivery.

Great Place to Work® Institute has been listening to employees and evaluating employers since 1980 in order to understand what makes a workplace great. New to the UAE, biz-ability is encouraging clients to participate in this fantastic benchmarking approach.

