

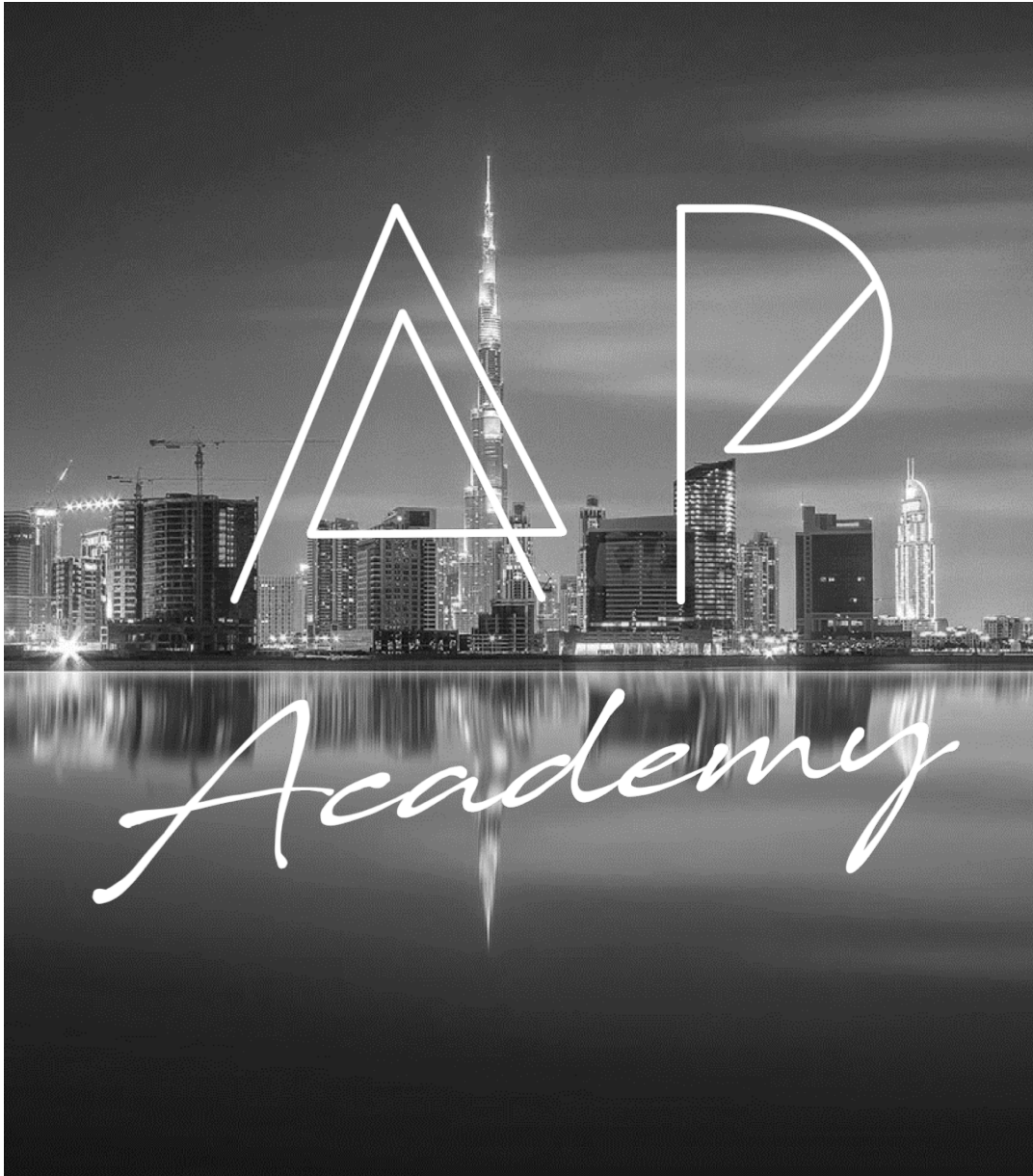


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YOUR PARTNERS IN TRANSFORMATION

# WHAT WE DO – AP ACADEMY





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AP Academy helps develop and sustain a high-performing organization through **high-performing people**. Rooted in our long-term approach and philosophy on sustainability, we customize and administer our signature **talent development journeys** as a mix of **classroom, on-the-job training and coaching**.

# AP ACADEMY – DETAILS

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## Our approach

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- **World-class faculty:** Our faculty comes from top consulting firms (e.g., McKinsey) and business schools (e.g., Harvard Business School)
- **Tailor-made:** Each development journey is customized to our client's strategy and the organization's needs and culture
- **More than a one-off experience:** We provide more than classroom-training. Proven, interactive tools, an online platform, 1:1 coaching, and participant support before, during, and after training guarantee that we make the most of everyone's development journey
- **Result-driven:** We align on KPIs before the talent development journey and measure the impact of training and other supporting methods, both on a quantitative and qualitative level

## Our modules

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We have a catalogue of readily available modules and will be happy to add new modules, which we develop specifically with your organization.

Example modules include

- Reflection (e.g., Strength-based feedback)
- Leading self (e.g., Problem Solving, Accountability)
- Working in teams (e.g., Different working styles, giving and receiving feedback)
- Leading teams (e.g., Coaching, Managing difficult conversations)
- Personal Professional Development (e.g., aligning personal values with professional journey)

# CASE STUDY – HOW TO SUPPORT FEMALE HIGH POTENTIALS TO THRIVE EVEN MORE?



## Challenge

How can we support high potential women in their development? This was the question for one of the Ministries in the Kingdom of Saudi Arabia. While the Ministry had identified a group of 20 exceptionally motivated and talented women with work experience between 3-10 years, they were not sure how to best support the women's professional development.



## Our approach

- ✓ Gap analysis to identify the key skills required as well as current skillset of the group
- ✓ Identified 10 modules which we focused on over 6 months
- ✓ Mix of 2 off-sites to strengthen the bond between the women and discuss the modules and on-the-job "homework" and coaching



## Achievement



A network of strong women to support one another



Clear measurable development of each participant based on 360 feedback, measured before and after the development journey



Improved Business KPIs (e.g., share of projects completed in time increased from single digit to almost 60%)



Most of the women were promoted during or shortly after the journey



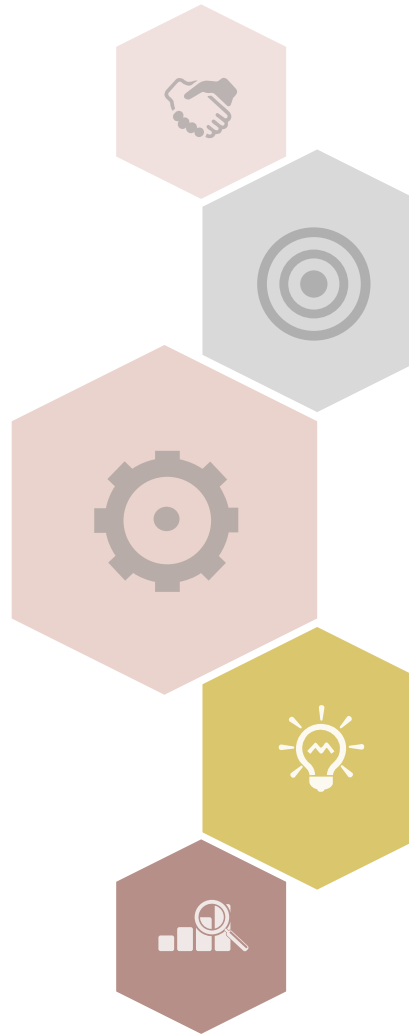
# OUR TRAINING JOURNEY

The background of the slide is a gradient of colors, transitioning from a light purple/pink at the top to a light blue at the bottom. Overlaid on this gradient are numerous overlapping triangles of various sizes and orientations. These triangles are outlined in thin lines of white, light orange, and light blue, creating a complex, geometric pattern.

## OUR CORE BELIEF

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“ I **hear** and **forget**  
I **see** and I **remember**  
I **do** and I **understand** ”  
*Confucius*



# WHAT IS THE AP DEVELOPMENT JOURNEY?

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AP's Development Journeys help develop and sustain a high-performing organization through highly-performing people. Rooted in our long-term approach and value of sustainability, we customize and administer our signature talent development journeys as a mix of classroom and on-the-job training.

Our approach:

- **World-class faculty:** Our faculty comes from top consulting firms (e.g., McKinsey) and business schools (e.g., Harvard Business School)
- **Tailor-made:** Through a modular approach, each journey is customized to your and your organization's needs
- **Do, don't just listen:** We provide more than classroom training. Proven, interactive tools, workshops, on-the-job projects, and 1:1 check-ins with our professional coaches guarantee that we make the most of everyone's development journey and your team puts learning into practice
- **Result-driven:** We align on KPIs before the talent development journey with every participant and measure the impact, both on a quantitative and qualitative level



# CORNERSTONES OF EACH DEVELOPMENT JOURNEY



## **Workshop**

Each workshop is a 1 day classroom training focused on 1 specific modules. Workshops are highly interactive with role plays, simulations, discussions, reflections etc.



## **On-the-job project**

At the end of each workshop, every participant is committing to apply, test and refine the new skills discussed during the module on-the-job. We will support each participant in defining how the module can best be applied as part of an on-the-job project.



## **1:1 Coaching**

1-on-1 setting to allow for personalised coaching and feedback discussions between AP's professional coaches and each participant. The coach will check-in to discuss progress made, potential issues the participant is facing and how to overcome them. Our coaches will also provide the necessary positive spirit and motivation to keep on practicing and ultimately getting better and better at the desired skillset.



## **Peer Support**

Peer support through a participant from the same or another organization. The idea is to pair each participant up with a peer to create a further pillar of support. Peers will align on how they want to support each other. Usually peers are available "on call" to help with issues faced during the on-the-job project or provide motivation,



## **Cohort reflection**

Measure progress and conduct a broader review of the learning journey so far. Strengthen the bond between all participants , learn from one another and serve as a support and sounding board.

# PARTICIPANT EXPERIENCE FOR EACH MODULE



# OVERVIEW OF SKILLSETS AND MODULES

Skillset	Module	Outcome
Communication and Presentation	Clear communication through synthesis	Adopt a form of communication that is clear and concise (for both, verbal and written communication)
	Crafting effective charts and PowerPoint	Use charts to get your message across effectively. At the same time, learn how to use PowerPoint effectively to avoid spending hours creating these charts
	Non-verbal communication and the importance of body language	Show confidence and clarity when delivering messages. Understand how your body language influences how your audience perceives you and how you can maximize the impact you want to have without using any verbal communication
	Presenting with Impact	Present in a way that increases audience engagement and understanding - from a small settings to presenting to a large audience
Your leadership dynamic	Personal strength and values	Obtain a healthy level of self-awareness and understand what motivates and drives you, both in your personal and professional life
	Team dynamics and health	Understand different personality types and complex dynamics of teams. Use tools such as team charters to contribute to increase satisfaction and performance of your team
	Reframing and engaging	Understand your triggers and fears to reduce their power. Learn how to pause in moments of conflict. Develop strategies to make you more comfortable facing your fears and taking risks
	Sources of energy	Understand the activities that give energy and the activities that take energy. Reflect on how you can structure your role and day-to-day activities to increase the share of energy-givers
Project Management	Project Planning and Project Performance	Break a project down into clear workstreams with owners, deadlines and KPIs. Prioritize workstreams based on impact and feasibility, Set up the right infrastructure to track and report on project progress
	Team dynamics and health	Understand different personality types and complex dynamics of teams. Use tools such as team charters to contribute to increase satisfaction and performance of your team
	Risk management and stakeholder engagement	Identify and involve the right set of stakeholders to drive project success. Identify risks to the project and proactively develop ways to mitigate them
	Effective meetings	Conduct effective problem solving sessions and meetings with the team. Never meet "just to meet" again.
Analysis & insights	Problem Solving	Learn how to define a problem, break it down and analyze its pieces to come to an informed answer. Understand potential biases in decision making and how to overcome them.
	Analytics	Incorporate external / internal data and effective research into work. Generate insights from large amounts of data through different analytic approaches
	Working with Excel	Work with Excel to analyze data and create easy-to-use worksheets. Learn shortcuts on how to get to the answer faster. Pre-work of this module is to share analysis with us that you would like to improve (e.g., financial modelling, forecasting, working with large sets of data)
	Presenting with Impact	Present your insights in a way that increases audience engagement and understanding - from a small setting to presenting to a large audience
Team Management	Team dynamics and health	Understand different personality types and complex dynamics of teams. Use tools such as team charters to contribute to increase satisfaction and performance of your team
	Influencing techniques and the power of empathy	Understand your default type of influencing others and get to know other techniques that might be more effective for certain situations
	Feedback and difficult conversations	Learn how to give feedback and coach. Practice difficult conversations
	Effective meetings	Conduct effective problem solving sessions and meetings with the team. Never meet "just to meet" again.
Graduate on-boarding	Communication	Learn how to communicate clearly, both in verbal and written form. Understand the power of non-verbal clues and gain confidence in presenting in front of large audiences
	Self-Management	Adapt techniques to enhance your productivity, plan your work and keep track of to dos, and work under pressure. Demonstrate accountability and become the owner of your piece of work
	Personal strength and values	Obtain a healthy level of self-awareness and understand what motivates and drives you, both in your personal and professional life
	Teamwork	Understand how to work with different personality types, working styles and cultures. Keep team members in the loop about progress and challenges faced
	Feedback and difficult conversations	Learn how to give feedback and understand feedback as a development tool rather than criticism. Practice difficult conversations
	Excel toolkit	Use Excel effectively, e.g., Most important functions // Cleaning up data // Pivot Tables
	Generating insights	Learn the 101 of critical skills and technical tools (e.g., problem solving techniques, researching information, standard analysis in Excel)

# FAQS – PART I

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- **Where do I find an overview of modules and workshop dates**

Please click [here](#) <add link to calendar>

- **How do I sign-up for a module?**

After you have placed your order via The Ambassador, one of our consultants will get in touch to discuss the sign-up process

- **How much in advance do I have to sign-up for a module?**

Due to logistics an pre-work required for certain modules, you can sign up up to 1 week before each module and have the guarantee to get a spot. If you are deciding last minute to join, give us a call or send us an email and we'll do our best to fit you in

- **I have signed-up for an entire skillset. What if I can't attend a module?**

We are offering each module several times per year and will add more and more slots over the upcoming months. If you have missed a module, simply sign up next time we offer it

- **I have signed up for the monthly package, but won't be here next month. Do I still have to pay?**

Get in touch with us and we'll pause your plan for the month

- **I have signed up for the monthly package. What are the cancellation terms?**

You cancel at the end of each month

- **I have signed-up for the monthly package. When does the month start?**

We start counting the month with your first module. If you sign-up 2 weeks before the first module, this time is thus not counted and you'll still have one full months to attend other modules

- **Can I sign-up any time?**

Yes! The program is designed in a way that you can join with any module

- **Can I attend a module from another skillset?**

Yes, if you have signed up for our monthly package, you can mix and match modules from different skillsets. If you have signed up for an entire skillset, you will only be able to attend the modules within this skillset unfortunately

## FAQS – PART II

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- **What is the graduate onboarding skillset?**

We have developed these modules specifically for fresh graduates and young professionals with up to 2 years of experience. Goal of this skillset is to address typical challenges graduates and young professional face early on in their career.

- **Is there pre-work required before a workshop?**

Yes, for certain modules. Pre-work usually takes a few hours only. We know you are busy!

- **Are the workshops in person?**

Yes. Given that the workshops include a mix of lectures, role-plays, discussions, exercises etc., we would need all participants to participate in person

- **What time do the workshops usually take place?**

9am-4pm (with a lunch brake)

- **Do you offer discounts if more than 1 employee from one organization signs-up?**

Yes, we offer a 15% discount for 5 or more employees

- **How do I know that I will learn something? Are all participants from similar companies and roles?**

We have a decade of experience in corporate training and so far all of our participants have learned valuable new skills. Management skills are required in all industries and mixing participants will allow you to learn not only from the faculty, but also from the diverse background of the other participants joining you on the learning journey. We will however make sure that the seniority of all participants is homogenous in each workshop to ensure that the complexity of the exercises, role plays, discussion etc is in line with our participants' needs and expectations.

- **My questions hasn't been answered here. Who can help?**

Please reach out to [info@ap.partners](mailto:info@ap.partners) and we'll get back to you within 24 hours

# WHY TRAINING

The background of the slide is a complex, abstract pattern of overlapping triangles. These triangles are outlined in thin lines of various colors, including white, light yellow, and pale orange. The background itself has a smooth gradient, transitioning from a deep purple on the left to a bright yellow on the right. The overall effect is a modern, geometric aesthetic.



# TRAINING IS A REAL TIME AND MONEY INVESTMENT. WHAT IS THE BENEFIT?

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## **Pipeline**

Establish a pipeline of future leaders who share a common language of the fundamental skills needed for success

## **People**

Equip your team with the skills needed to fundamentally change how they deliver their projects and grow their leadership strengths. Connect your people through their participation in a joint talent development journey



## **Impact**

Achieve real, measurable business impact through improved project delivery, cost savings, and on-the-job efficiency of pivotal employees.

## **Talent**

Attract and retain talent by building a strong reputation for the growth and development of your people

# GOOD TALENT MANAGEMENT USUALLY GOES ALONG WITH GOOD PERFORMANCE, BUT MANY COMPANIES STRUGGLE AT MAKING TALENT MANAGEMENT WORK



Survey of 6,900 managers within US companies

SOURCE: Rob Sizler and Ben Dowell: Strategy-Driven Talent Management: A Leadership Imperative; "The value of Centered Leadership: McKinsey Global Survey results," and "How Centered Leaders Achieve Extraordinary Results" by McKinsey Quarterly

WHO WE ARE



# AP PARTNERS LEADERSHIP TEAM

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## VALERIE PARIHAR

Former **McKinsey Consultant** with a focus on organizational Transformation and Talent Development as well as **Head of McKinsey's Professional Development & Training Team in the Middle East**. One of McKinsey's **highest rated faculty** globally and lead faculty for two of McKinsey's core trainings.

**Harvard Business School MBA** and passion to develop and support people and implement strategies side-by-side with clients.

## HANAN ALAWADI

**Former McKinsey Consultant** focused on Public Sector Transformation and Economic Development. Nearly 10 years of experience working closely with UAE and other GCC government officials and authorities to create innovative solutions to policy and strategic challenges. **Passionate about building talent engines for the region** and developing self-motivated, productive, and innovative populations.





## OUR STORY

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We are from the GCC and believe in the **proactive support of and participation in the exciting change and growth** happening around us.

In a world economy driven by knowledge and innovation, **people are the most precious asset of organizations and governments, and a principle driver of change.** We therefore **focus on every aspect of organizational strategy and talent management** – from strategic direction to recruiting to talent development.

We recognize the **importance of making strategies stick through effective implementation.** We view ourselves as **partners** to the organizations we serve and aim to **work alongside** our clients throughout the duration of their change journeys and beyond.

**Two former McKinsey colleagues** founded *AP Partners* in 2017. Our teams and coaches are from **top-tier management consulting firms and have a proven track-record in strategy, transformation, and implementation.**

# WHY WORK WITH AP PARTNERS?

**Experience** – We have a **decade of expertise** in transformations – both from an academic as well as a professional standpoint. Our leadership team and coaches are from **top universities (e.g., HBS)** and **top-tier management consulting firms (e.g., McKinsey)**.

**Standardized or individualized** – For the Development journeys, choose between a mix of readily available modules and new modules that can be developed for your organization.

**Long-term partnership** – We are fully committed to the organizations we serve and reflect this commitment through our long-term partnerships. **We will support you through the entire transformation.**



**Measurable impact** – At the beginning of each project, we'll define measurable KPIs for success with you. We will measure the progress along these KPIs at midpoints and at the end of every participant's development journey.

**Passion** – We love what we do and hope to radiate this **positive energy for change and development** during development journey we work on together.

**Sustainability** – We aim to deliver **sustainable development journeys for our clients, with new capabilities and habits that will remain in place long after the trainings.** Our aim is to develop custom, innovative and lasting solutions for the future.



# GET IN TOUCH

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