



TRAINING CALENDAR 2021

The Region's Platinum Training Provider



**ELEVATING
CAPABILITIES
TO NEW HORIZONS**

ABOUT US

We are the region's platinum training provider of programs that are underpinned by global cutting-edge thought leadership



OUR PROGRAMS

Experiential learning experiences with a sharp focus on practical application and tangible impact

OUR CLIENTS

We work with some of the largest organizations globally, many of which are industry leaders and pioneers



WHO WE ARE

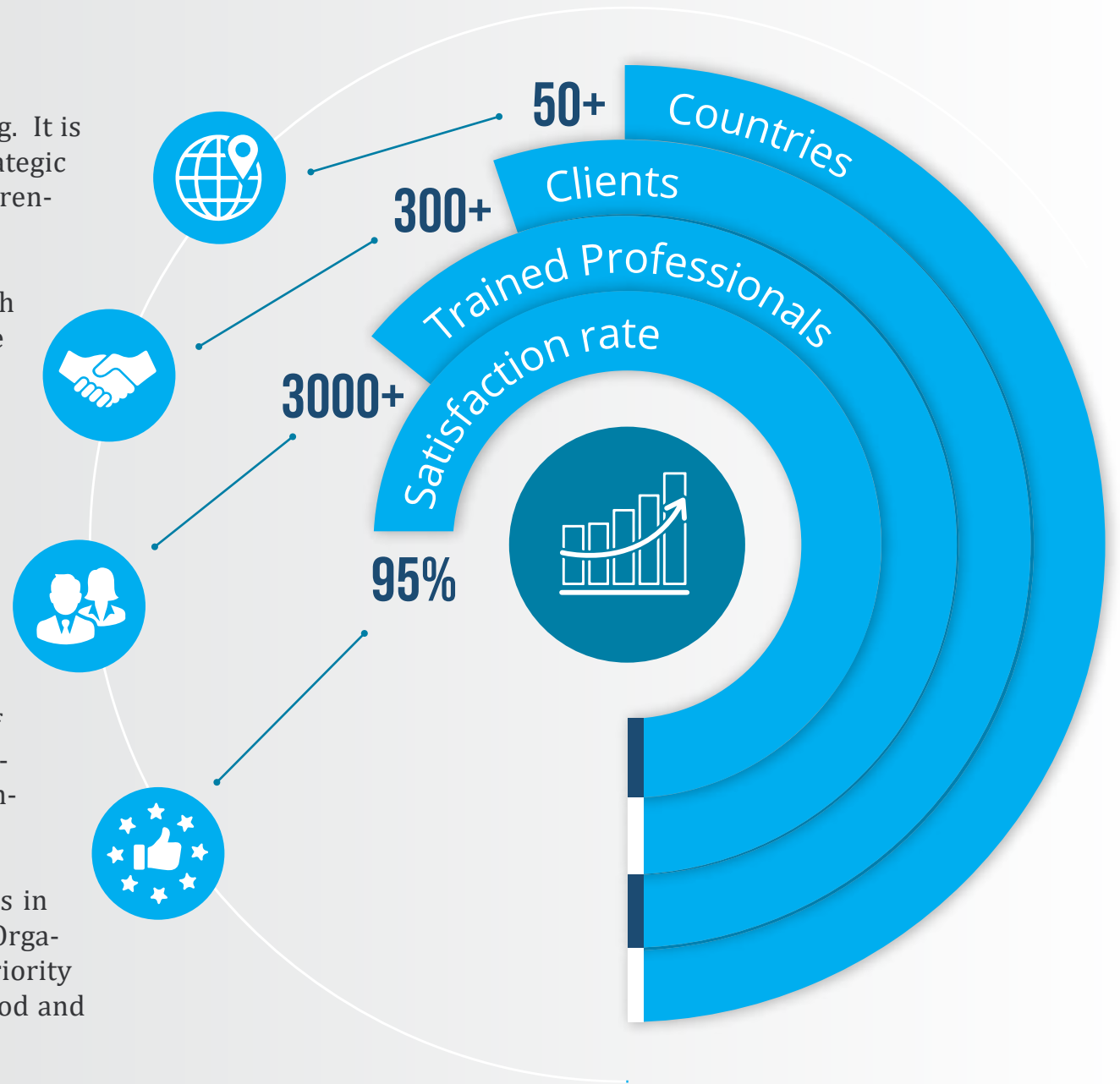
The Caliber Academy is the capability building arm of Caliber Consulting. It is an elite organization focused on sustainably upskilling employees in strategic competencies needed for effective strategy execution. The academy differentiates itself in five vital ways.

1. Thought Leadership: Caliber Academy's programs are injected with cutting edge thought leadership through partnership with some of the leading management thinkers in the world. These thought leaders are often amongst the top 50 management thinkers globally and are always involved in our programs either in delivery or design.

2. Focus on the Practical: Our programs and master classes transcend theory and are designed and delivered to drive concrete results. Thus, programs will heavily incorporate practical client examples, application exercises, and experiential learning.

3. Network with the Best: Another key dimension of learning comes from the learning gained from peers. Our programs always comprise of senior leaders and practitioners from some of the most pioneering organization globally; thus enhancing the networking opportunities and learning experience.

4. Niche Areas: The academy has a very focused portfolio of programs in which they deliver. These are often niche areas in the fields of Strategy, Organization Design, and People & Culture. Our programs address business priority areas in the aforementioned fields that are often the most misunderstood and complex to tackle.

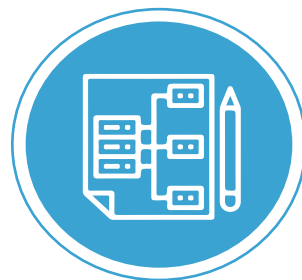


CALIBER ACADEMY'S AREAS OF EXPERTISE

OUR KEY FOCUS AREAS



STRATEGY



ORGANIZATION DESIGN



PEOPLE & CULTURE

OUR HALLMARK PROGRAMS



STRATEGY



STRATEGY
IMPLEMENTATION 2.0



NEXT GENERATION
PERFORMANCE MANAGEMENT



BUSINESS MODEL
GENERATION



STRATEGIC
INNOVATION



DIGITAL TRANSFORMATION
AND AI



STRATEGIC COST
REDUCTION



ORGANIZATION DESIGN



FUNDAMENTALS OF
ORG DESIGN



ADVANCED
ORG DESIGN



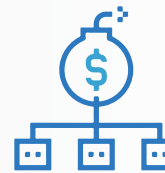
OPERATING
MODELS



BUILDING AGILE
ORGANIZATIONS



DESIGN
THINKING



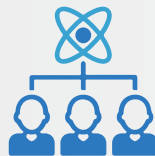
RESTRUCTURING
ORGANIZATIONS



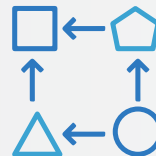
PEOPLE & CULTURE



ORGANIZATION
DEVELOPMENT



TRANSFORMING
ORGANIZATIONAL CULTURE



SUSTAINABLE CHANGE
AND TRANSFORMATION



SUCCESSION
PLANNING



HR TRANSFORMATION



TALENT
MANAGEMENT

OUR VIRTUAL MASTER CLASSES

- 1 POWERED BY THOUGHT-LEADERSHIP
- 2 LIVE GURU LED VIRTUAL INTERACTIVE TRAINING
- 3 GROUP BREAKOUT-ROOMS & ONLINE SIMULATIONS
- 4 DRIVEN BY NEXT GENERATION LEARNING MANAGEMENT SYSTEM
- 5 UNIQUE INTERNATIONALLY RECOGNIZED CERTIFICATE
- 6 ACCESS TO EXHAUSTIVE DIGITAL DATABASE AND TOOL-BOX
- 7 ON-DEMAND ONLINE SUPPORT FROM SPECIALIZED CONSULTANT



SOME OF THE INSTRUCTORS THAT FACILITATE OUR PROGRAM



Dr. William Rothwell
Org. Development &
Human Resources

- Professor of Human Resource Development at the Pennsylvania State University.
- Dr. Rothwell has worked extensively as a Consultant in executing HR transformations with over 40 multinational corporations.
- Dr. Rothwell has worked in the Performance, OD and HR fields since 1979 and has authored 90+ books.



Dr. Naomi Stanford
Organization Design

- An organization design practitioner, teacher, and author published with The Economist.
- She was a corporate employee of Price Waterhouse, British Airways, Marks & Spencer, and Xerox.
- She is currently developing a culture of teamwork with a European Union body and acts HR Transformation specialist for Fortune 500 company.



Dr. Richard Thayer
Organization Agility

- Dr. Richard Thayer is an organization design practitioner, author, teacher, and advisor.
- He is specialized in Organization Design, Agility and Target Operating Models.
- Currently, publishing a step-by-step guide for introducing agility and responsiveness into any organization regardless of industry, culture, strategy, or company size.



Marcella Bremmer
Organization Culture

- Marcella Bremer is an author, and culture & change consultant, helping leaders make a difference at work with positive leadership, change and positive culture.
- She is ranked in the top 30 Global Organizational Culture Gurus and co-founded OCAI online that provides Cameron & Quinn's validated Organizational Culture Assessment Instrument.

SPECIALIZED IN:

- Org. Development & Change
- HR Transformation
- Talent Management

- Organization Design & Culture
- HR Transformation

- Organization Agility
- Organization Transformation

- Culture Transformation
- Change Management

VIRTUAL TRAINING CALENDAR 2021 (Q1)



Operating Models

January
26-28

Successful completion of this Master Class equips and accredits participants with the ability to design, deliver and maintain the right operating model to deliver their organization's strategic priorities. Dive deep into what key elements of an organization (structure, people, culture, technology, etc.) need to change to drive true agility.

Gini:
HRCI: SHRM



Organization Network Analysis

February
23-25

Attending this one-of-a-kind experiential Master Class offers you the necessary tools to map, analyze, and drive real change in your organization through network analysis. How does detailed information about hidden factors for success such as flows of information, decision-making, revenue producing collaborations, innovation, inclusion – even trust, purpose, and energy get captured in your organization. Additionally, this course will aid leaders to understand the informal organization and patterns of collaboration to drive effective decisions and change.

HRCI: SHRM



Succession Planning and Talent Management

March
22-25

With 60% of succession plans failing within 3 years, pressures within talent management have increased. This masterclass focuses on developing and sustaining the Talent pipeline to ensure effective business continuity. Learn leading frameworks and best practices in Succession Planning and Talent Management that have proven success.

HRCI:SHRM

VIRTUAL TRAINING CALENDAR 2021 (Q2)

	Organization Design	April 6-8	An organization's design is a key enabler of successful strategy execution, yet 60% of re-designs fail. Design your organization for high performance by leveraging best practice techniques, methodologies and insights in order to optimize your organizational structure. Understand the importance of a comprehensive systems approach to organizational design	ODC: HRCI:SHRM
	Cultural Change	April 27-29	We all know that "Culture eats strategy for breakfast," but how can an organization ensure that its culture is shaped to enable business objectives and strategy? Learn the frameworks and tools for transforming culture in organizations and managing diverse cultures in cohesion. Demystify culture and learn the key drivers for cultural change and overcome.	HRCI:SHRM: ACMP
	Organization Development and Change	May 3-6	Transform your organization and make organizational change sustainable through this experiential Master Class on bottom-up and top-down change. This is done through a deep dive into the Organization Development functions and its key roles and responsibilities while also learning and applying leading tools and frameworks for both bottom up and top down change and transformation.	HRCI: SHRM:ACMP
	Strategy Execution	May 24-26	It is estimated that 70-90% of organizations fail to achieve their intended strategies, this training program is designed to address the common barriers in strategy execution through practical cases, exercises and examples which aim to give you next generation techniques and trends on strategy implementation.	Glni: HRCI:SHRM
	Operational Organization Design	June 22-24	Once the high-level organization design options are reviewed and a final decision is taken, how do you operationalize the new structures and designs that are chosen to drive sustainable success. This unique Masterclasses, which is a sequel, to our work famous Organization Design program, looks at the next steps involved in transitioning and implementing new operating models and structures in full detail.	ODC:HRCI: SHRM

VIRTUAL TRAINING CALENDAR 2021 (Q3)



Organization Agility

July
6-8

How do you design your organization to be responsive to change and deliver with speed and flexibility? This unique Masterclass dives deep into what key elements of an organization (structure, people, culture, technology, etc.) need to change to drive true agility in an ever-changing dynamic business environment.

Gini: HCRI:
SHRM



Performance Management

July
27-29

This unique certified Master Class gives the practical tools and methodologies needed to institutionalize performance management in your organizations and drive real change. The three-day program looks at both corporate and business unit performance as well as employee performance and ensures the linkage and alignment between all. Moreover, upcoming trends from cutting edge organizations around the world will be delved into during the 3 days. World class methodologies, scorecards, templates, and tools will be delivered to ensure participants make real change happen in their organizations.

HCRI: SHRM



People Analytics

August
24-26

Over 70% of organizations consider people analytics to be a high priority, however only 9% of companies believe they have the right knowledge of which talent dimensions drive performance within their organizations. Successful completion of our Master Class will give you the necessary capabilities in understanding organizational behavior, obtaining a deep knowledge on various HR psychometrics, designing and implementing the best dynamic tools and frameworks used by OD to identify, analyze and deliver organization change effectively.

HCRI: SHRM



Organization Design

September
28-30

An organization's design is a key enabler of successful strategy execution, yet 60% of re-designs fail. Design your organization for high performance by leveraging best practice techniques, methodologies, and insights in order to optimize your organizational structure. Understand the importance of a comprehensive systems approach to organizational design which aligns your organization design with strategy.

ODC
HCRI: SHRM

VIRTUAL TRAINING CALENDAR 2021 (Q4)



Operating Models

October
25-27

Successful completion of this Master Class equips and accredits participants with the ability to design, deliver and maintain the right operating model to deliver their organization's strategic priorities. Dive deep into what key elements of an organization (structure, people, culture, technology, etc.) need to change to drive true agility.

Gini: HRCI:
SHRM



Organization Development and Change

November
8-11

Transform your organization and make organizational change sustainable through this experiential Master Class on bottom-up and top-down change. This is done through a deep dive into the Organization Development functions and its key roles and responsibilities while also learning and applying leading tools and frameworks for both bottom up and top down change and transformation.

HRCI:SHRM:
ACMP



Strategic HRBP

November
22-25

Gain a deep understanding of the advantages and disadvantages of the HR Business Partner model and learn what are some of the key success factors and lessons learned to ensure effective implementation. Also gain insights into the necessary knowledge and skills needed to be an effective HR Business Partner and master the key functions of the HRBP.

HRCI: SHRM



Organization Design

December
7-9

An organization's design is a key enabler of successful strategy execution, yet 60% of re-designs fail. Design your organization for high performance by leveraging best practice techniques, methodologies and insights in order to optimize your organizational structure. Understand the importance of a comprehensive systems approach to organizational design which aligns your organization design with strategy.

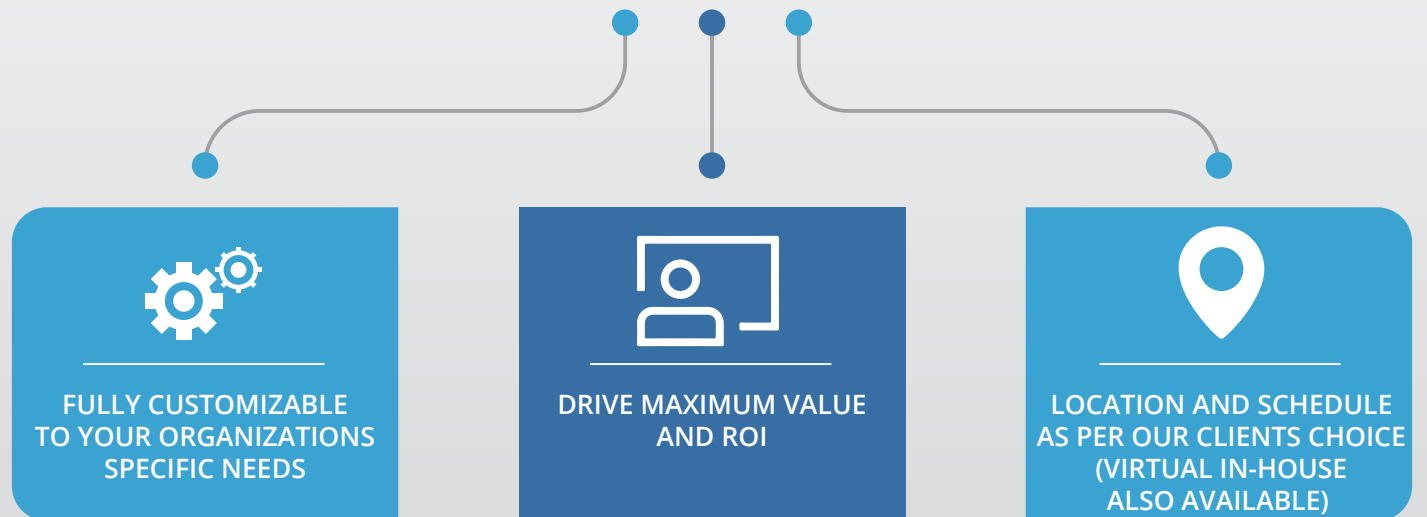
ODC
SHRM : HRCI

IN-HOUSE TRAINING PROGRAMS

Tailored exclusively for your organization, our in-house training programs aim to solve some of your company's most pressing challenges and issues. Our blended learning approach ensures that these sessions mix training with a consultative approach which results in real tangible outputs and deliverables that can be practically used by the organization. This approach often results in maximum value add for a training, and we often further enhance ROI through pre-work and post-work sessions that create a true learning journey for participants.

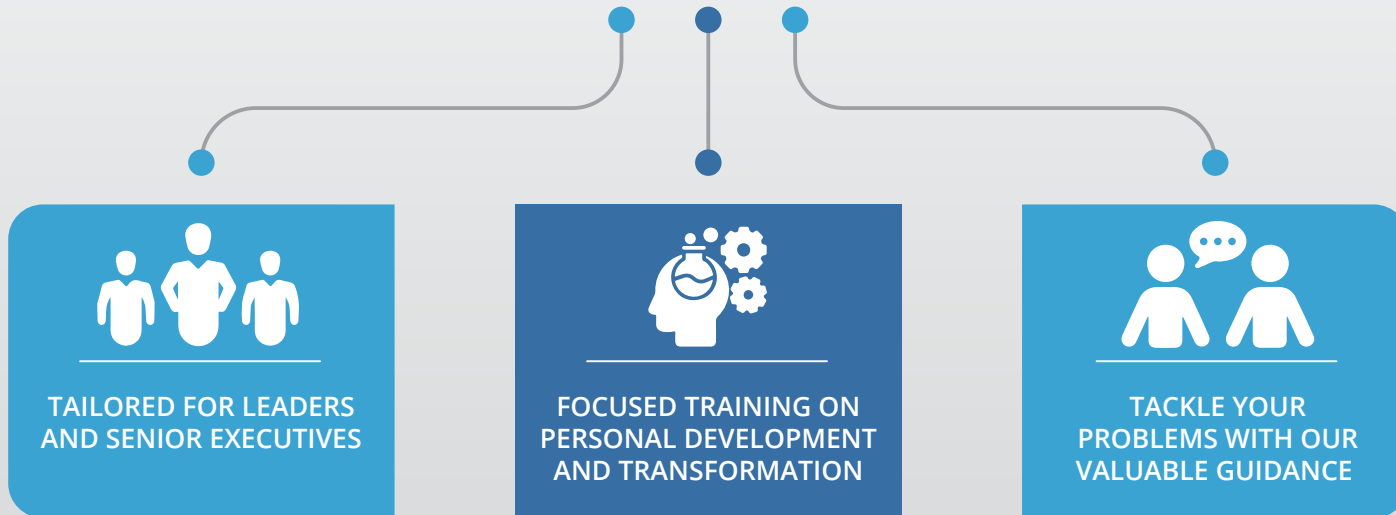
Our in-house programs can be fully customized to your company and industry, thus using content, application, and examples that deliver the most value and are most relevant. Our globally renowned and recognized instructors can conduct the program on your site at your convenience. Our in house training program often help plant the seed to drive transformation of organizations to the next level.

THE IDEAL PROGRAM FOR YOUR ORGANIZATION



ONE-TO-ONE COACHING SESSIONS

A TRAINING EXPERIENCE DESIGNED FOR YOU



Within a constantly developing market which is facing greater competitiveness and change, how can you ensure that you stand out amongst the crowd? Our one to one coaching provides a dedicated learning experience built and customized to fit your individual needs and will allow you to advance and build new capabilities required specific to your needs and run at your individual learning pace.

Our blended learning approach ensures that we are building your knowledge and capabilities, but also consulting you on actual challenges and assignments that you may be facing at work. Elevate your career and make an immediate impact on your on-the-job performance through our coaching programs.

CONSULTING SERVICES

RIGHT FROM ADVISORY TO IMPLEMENTATION

Our advisory and consulting practice focuses on helping our clients solve their most critical and significant strategic business challenges. Advisory places emphasis on guiding our clients in the right direction and providing the plans, frameworks, and tools needed to execute the right solutions for their business. We cut through organizational complexities and provide impactful solutions which are implementable and promote sustainable results. From the development of strategic plans, redesigning organizational structures, cultural transformations to building the right performance management systems, our advisory practice is well known for delivering real impact to our clients. Our engagements usually fall into our three core expertise practice segments Strategy, Organization Design, and People & Culture.

Our implementation practice involves longer term engagements where full time resources are staffed to overlook, support, and implement the proposed solutions designed in our advisory and consulting work. When client's don't have the capabilities and/or manpower and internal resources to implement, we take over and execute flawlessly. This is done with a sharp focus on ensuring the organization's internal staff are capable of taking over after project completion to drive true sustainability.

YOUR STRATEGY EXECUTION PARTNER



EDUCATIONAL PARTNERS



Organizational Design Community

Organizational Design Community (ODC) is an international community of scholars, executives, and organizations dedicated to advancing the theory and practice of organizational design. ODC seeks to be the preeminent community where research, practice, and learning intersect to produce valuable design knowledge and applications. Caliber Academy is accredited by ODC, confirming that our institution's OD program has been carefully assessed and its quality meets ODC's comprehensive, global requirements for accreditation.



Society for Human Resource Management

The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management.

Caliber Academy is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.



HR certification institute

Caliber Academy is an approved provider with the HR Certification Institute. HRCI is an internationally certifying organization for the human resource profession and a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-thinking HR practices, policies and principles. Today, more than 120,000 professionals worldwide proudly maintain their HR Certification Institute's credentials as a mark of high professional distinction.



The European International University

Caliber Academy's trainings are certified and accredited by the European International University (EIU) and ASIC. The EIU is an international private higher education, university and post-secondary education provider. ASIC, U.K. is an independent, government-approved accreditation body specializing in the accreditation of schools, universities, training organizations and distance education providers, both in the UK and overseas.



The Global Innovation Institute

Global Innovation Institute (GInI) aims to advance individual careers and transform organizational achievements by advancing the profession of innovation leadership. It does this through its globally recognized standards, tools, publications, resources, professional development courses, certifications, applied research, and networking opportunities. All certificates and accreditations available through GInI reflect the most current methods, trends, and strategies in innovation leadership.



ACMP Professionals Organization

ACMP is the leading resource for the global community of individual change management practitioners. ACMP provides change management knowledge and recognition by establishing the Standard, hosting the leading global conference on Change Management. It also promotes practitioner career growth through the QEP and CCMP programs, webinars, and learning opportunities at global, regional and local events; and, facilitates professional networking and connections through conferences (global and regional), chapter participation and virtual opportunities to connect.

TESTIMONIALS

“

“The instructor was amazing and the knowledge I got was very unique and useful.”

HRBP, Virgin Megastores

“

“The workshop content was highly relatable to my scope of work and business needs. The trainer was well versed in the topic and delivered the workshop very well.”

HR Director, Emaar

“

“The course was very insightful, practical and relatable. The Agile concepts and its application in various environments were simplified with case studies and simulations.

The course content and facilitation was balanced to accommodate different tiers of understanding. This is a well thought out course and I strongly recommend it.”

Organizational Development Head, Interswitch Group

“

“The training really structures the different schools of thought around the OD process and relevant considerations in such a practical way. After 20 years of working with Operating Model and Org Design, I did not think that there was so much more to learn, but it was very insightful.”

Talent & Learning Manager, Multichoice

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“The Course have exceeded my expectations. It was full of knowledge and covered all aspects. I honestly never thought this much knowledge gaining would happen in a few days.”

Senior SPTM Specialist, Saudi Customs

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“Fantastic, intuitive, interactive and practical workshop that ensures that we will be able to influence stakeholders in true principles and work associated to add significant value.”

OD Manager, Coca Cola

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“The Strategy course that I attended with Caliber Academy was extremely professional and the delivery by the trainer was excellent.”

HR Manager, Petrogas EP

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“The trainer’s down to earth approach, vast technical and practical knowledge allowed leveraging of practical tools that can be used in the business and will make a significant difference in how I approach organizational design.”

Head of HR and Reward Services, AXA Insurance

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“Great opportunity to step aside and review how you should do Organization Design work today and tomorrow.”

Senior Manager HR, Al-Anwa Investment

“

“The trainer was a knowledge bank. The experiences they shared really help understand frameworks and tools in a realistic context. The energy and passion with which they drove a discussion really makes it interesting and valuable!”

HR Strategy and Rewards, Abu Dhabi Airports

“

“The course was well structured and interactive. There was both theoretical learning, real time practice and access to key experts in the field. Hugely valuable!”

ODC Partner, Co-Op UK

“

“I found this course presented by Caliber Academy to be one of the best workshops I have ever attended. This course helped me to be more proactive as a talent manager. I recommend this training to all HR Professionals.”

Senior Talent Management and Succession Planning Specialist, Savola

“

“An impactful and practical training for organizations that want to be successful in strategy execution.”

Strategy Management Department, Central Bank of Nigeria



CALIBER

ACADEMY

Elevate your organization and career ...
Learn from the world's leading management thinkers

Contact us now to find out more at events@calibermiddleeast.com

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