



Areef Ali & Associates Business Solutions

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presents

“Soft Is The New Hard” People Development Skills In The 21st Century



- √ Help Your People Meet Hard Targets and Achieve Results with These Focused, High Impact Sessions
- √ Participate In Online, Real Time Sessions From The Comfort Of Your Home Or Office!



A Lecture series Facilitated by Mr. Dexter Emrit

Noted management consultant, corporate trainer & motivational author

Contact admin@aaa-bsol.com or Areef at 788-7538 to arrange a customized online session for your organization or let us know if you prefer to attend any as an online public session



PERSONAL RE-BRANDING IN A CHAOTIC ERA: Becoming The Best Version Of Yourself



Synopsis

It mattered pre Covid-19 but matters even more during and post Covid-19: “You Incorporated!” We will share tips on how to help your employees brand themselves, build their unique presence, increase enthusiasm, and enhance their organisational impact.

Target audience: All employees **# of Sessions:** Two x 3 hours **Total Price:** \$995 + VAT

Course Content

- a. Understanding the new norm, post Covid 19, and why personal branding is now more critical than ever
- b. Interesting facts about branding
- c. The impact of a strong and positive personal brand; how it can favourably build personal and net worth and even contribute to an employers' brand!
- d. Bad versus good brands (with examples)
- e. Six components of personal branding
- f. Tips on developing and improving one's brand
- g. 10 steps to becoming the best version of yourself in a technological-driven and 'remote' world
- h. Developing personal magnetism and an online presence
- i. Preparing your personal constitution in 2020!
- j. Q & A's



LEADING IN DYNAMIC TIMES: Conquering Adversity; Capitalizing On The Opportunity



Synopsis

2020 and beyond calls for a new leadership mandate; a leadership style and approach that is impacted not by the typical PESTLE analysis, but by a global pandemic. How can leaders win this war and sustain corporate performance while building a culture of respect, accountability, and excellence!

Target audience: Leaders &, Managers **# of Sessions:** Eight x 3 hours **Total Price:** \$3,995 + VAT

Course Content

- a. The new mantra on leadership during and post Covid-19. "Soft is now the new hard!"
- b. What is leadership and how to lead in this new era. Leading contextually
- c. Good versus Bad leadership (traits and behaviours)
- d. Myths of Leadership; what makes for effective leadership post Covid-19
- e. How Leadership differs from Management; Male VS Female leaders
- f. Leadership styles (the 2 R's) and the rise of Transformational & Authentic leadership
- g. How leaders build their power base & become even more powerful now
- h. Leading with moral authority: the role of character and values-based leadership
- i. Leadership and Emotional Intelligence; why EQ is more important than IQ especially during CRISIS
- j. Diversity management & appreciation in a global economy
- k. The many roles of leadership (strategic thinking and planning, performance management, administrative excellence, change management, employee motivation and development, and Team Builder).
- l. Various skills of leadership: communication; managing conflict; leading meetings; delegation & empowerment; leading a virtual team
- m. Introduction to core organizational functions: corporate governance, HR, finance, operations; culture development; role of technology, marketing
- n. Managing during disasters and an introduction to the new workplace: home! How to inspire and lead a remote workforce
- o. Q & A's



Getting Your Team To Succeed Beyond 2020



Synopsis

The future of work will include the rise of teams that are self-led and virtual. In these interactive sessions, learn how to lead these teams effectively, achieving corporate and employees' goals

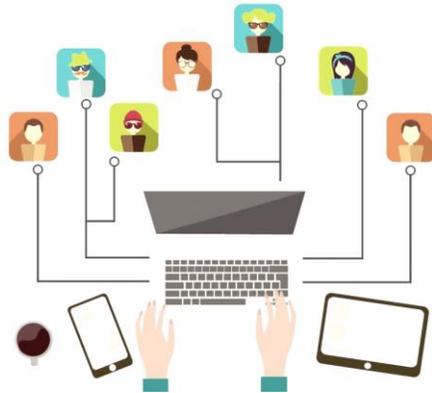
Target audience: Leaders, Managers **# of Sessions:** Three x 3 hours **Total Price:** \$1,995 + VAT

Course Content

- a. Why teams matter more in this current global situation
- b. The rise of virtual teams and self-managed employees and how to effectively lead them
- c. Difference between a group and a team
- d. Functional VS dysfunctional teams; and How leaders destroy teams
- e. The Dirty 7 of teamwork
- f. The 5 Dysfunctions of a team (absence of trust; fear of conflict; lack of commitment; Avoidance of Accountability; Inattention to Results) and how to resolve these dysfunctions
- g. Characteristics of effective teamplayers
- h. 10 characteristics of effective teams in a virtual setting
- i. Q & A's



You Inc. : Leading Yourself In A Virtual Work Environment



Synopsis

The new norm is here: working from home, and possibly alone. Employees have now become their own boss, almost. How can we capitalize on this new norm/opportunity as an individual and achieve both personal and professional goals

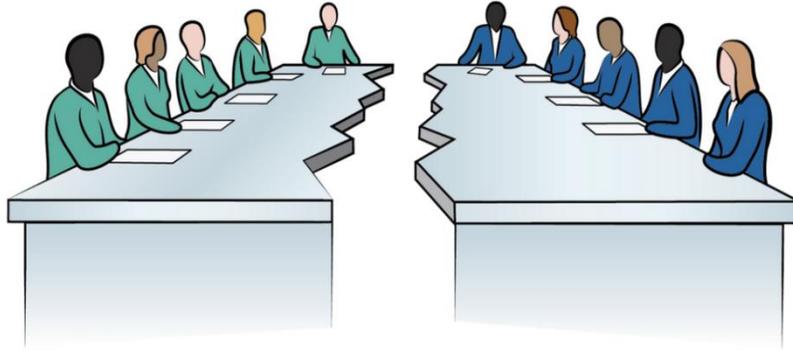
Target audience: Employees **# of Sessions:** Two x 3 hours **Total Price:** \$995 + VAT

Course Content

- a. How Covid 19, while challenging, can be a catalyst for your overall development and growth.
- b. How to stay self-motivated amid a disaster and conquer worry
- c. 25 tips on being productive, working from home
- d. Stress management techniques
- e. Effectively managing your time
- f. Capitalizing on this opportunity and becoming a better version of yourself
- g. Effective video conferencing and etiquette;
- h. Your renewed promise to yourself and moving forward; a new beginning!
- i. Q & A's



Win Win In An Evolving World: The Art Of Conflict Management



Synopsis

Conflicts tend to escalate when disaster strikes. How do we effectively manage conflict healthily while maintaining respectful and productive relationships (personal and professional)

Target audience: All Employees **# of Sessions:** Two x 3 hours **Total Price:** \$995 + VAT

Course Content

- a. What is conflict; Can conflict ever be a good thing?
- b. Causes of conflict at work
- c. Understanding Personalities: Aggressive VS passive VS assertive
- d. Conversational killers
- e. Tips on dealing with difficult personalities
- f. The effective and ineffective ways of managing conflict
- g. How to hold others accountable; ;
- h. Effective persuasion and negotiation techniques
- i. Art of communication, and how to effectively receive and give feedback
- j. Brief introduction to Emotional Intelligence
- k. Q & A's



Emotional Intelligence In An Unpredictable And Challenging Era



Synopsis

EI or EQ is a better predictor of overall success than IQ. This program shows you how to develop and improve your EI so you can succeed both at work and in your personal life, especially in challenging times

Target audience: All Employees **# of Sessions:** Three x 3 hours **Total Price:** \$1,495 + VAT

Course Content

- a. What is emotional intelligence
- b. The 5 components of EI
- c. Why it matters
- d. How it impacts personal and professional lives
- e. Personality (Bad and Good traits) and its impact on our behaviour
- f. Effective communication and conflict management
- g. Tips on improving EI
- h. Why EQ is now more important than IQ for employees and even leaders
- i. Conversational intelligence
- j. Blending analytical / critical thinking with EI
- k. Q & A's



The CEO Of The 'Disrupted' Future



Synopsis

In this dynamic era of 2020 that is powered by technology, globalization, a new generation, and a global pandemic, a new CEO brand is required. This course offers many interesting personal development tips on how to prepare for your future role as a CEO!

Target audience: All Employees **# of Sessions:** 1.5 x 3 hours **Total Price:** \$750 + VAT

Course Content

Thirty plus tips (soft skills) on preparing you for the journey to becoming the CEO!



THE MOST POWERFUL YOU: Enlarging Your Influence And Professional Presence



Synopsis

We are born powerful but over time that power somehow disappears. This session will take you through some radical steps towards becoming a most powerful, trustworthy, and likable individual!

Target audience: Individuals & All Employees **# of Sessions:** 1.5 x 3 hours **Total Price:** \$750 + VAT

Course Content

- a. What is power
- b. Tips on acquiring personal power
- c. How to be a more powerful professional
- d. Introduction to the 48 laws of power
- e. The 7 sources of power and the 9 influence tactics
- f. The art of persuasion
- g. Shining at meetings
- h. How to influence your peers and make your boss love you
- i. Using body language to exude power



The Moral Corporate Politician: Winning At Office Politics



Synopsis

Let's face it; we cannot get away from Politics. And politics is neither a good thing or a bad thing. What matters is the motive. This course will show you how to morally win the game!

Target audience: Individuals & All Employees **# of Sessions:** 1.5 x 3 hours **Total Price:** \$750 + VAT

Course Content

- a. What is politics?
- b. Is it good or bad?
- c. Tips on playing the game smartly and with integrity
- d. The REAL organizational chart
- e. Developing political skills
- f. The required behaviours for moral corporate politics
- g. Understanding strategies of war!



The 21st Century HR Executive, During And Post Covid-19!



Synopsis

Jack Welch stated that the HR function is the most critical in an organization. Today, the impact of Covid-19 has proven him right! This program aims to develop you as a top HR Executive in a most dynamic world

Target audience: All Managers **# of Sessions:** Five x 3 hours **Total Price:** \$2,495 + VAT

Course Content

- a. An introduction to modern-day HR
- b. Why it's everyone's business.
- c. The 5 major roles of the HR Executive
- d. Understanding your roles from the moment an employee is hired to the time he is separated. Will cover manpower planning; job design and job analysis; determinants of compensation; recruitment; selection; employee orientation; training; performance management; development and career planning; managing grievances and maintaining discipline
- e. A brief look at the local labour laws
- f. How to get the most of your people
- g. Managing HR through Disaster!



Supervisors: The New Leaders!



Synopsis

The Supervisor has a critical role in an organization. He or she is sometimes even more important than the Manager. This course will enlighten participants on the road to becoming a strategic Supervisor and prepare for the next upward move!

Target audience: Employees / Supervisors **# of Sessions:** Six x 3 hours **Total Price:** \$2,995 + VAT

Course Content

Same course content as Leadership above, but less detailed



Corporate Sustainability When Catastrophe Strikes: Strategic Thinking, Planning And Execution



Synopsis

Change is a constant while disaster is always a possibility! Hence, companies must be stronger than ever before, and proactive and predictive are the new corporate norms. This course will discuss how to plan and execute strategically so organizations can win the ongoing 'wars' in the global economy

Target audience: Leaders, Managers **# of Sessions:** Four x 3 hours **Total Price:** \$2,500 + VAT

Course Content

- a. Maslow's Hierarchy of Needs: Company perspective; what it means to think strategically
- b. Corporate KPI's
- c. Introduction to the Balanced Scorecard
- d. Components of strategic planning; template of a simple strategic plan
- e. Triple P Bottomline
- f. Earning your seat at the executive table (what you need to know and do!)
- g. Laws of Execution
- h. Winning the War through the right culture



Women: The More Powerful But Underated Gender?



Synopsis

The journey started decades ago but the time has reached to speed up this journey for women to gain equality and more rights at home and at work. We will discuss the many ways women are the possibly stronger gender and how they can capitalize on this strength

Target audience: Women **# of Sessions:** One X 3 hours **Total Price:** \$500 + VAT

Course Content

What makes a woman outstanding and how she can reclaim her strength and power and become the best version of herself in a 'dog-eat-dog' world



Rising Above Disasters; Conquer Worry!



Synopsis

Challenges are not new to us, but Covid-19 has taken challenge to an absolutely different level. This course will offer many tips on how to conquer worry and thereby reclaim your peace and joy

Target audience: All employees **# of Sessions:** 1.5 x 3 hours **Total Price:** \$750 + VAT

Course Content

- a. Overcoming worry
- b. Techniques in analyzing worry
- c. Break the worry habit before it breaks you
- d. Cultivate a mental attitude that will bring you peace and happiness
- e. Keep your energy and spirits high



Facilitator Bio Profile

Dexter Emrit is a Management Consultant & Corporate Trainer who helps organizations and leaders to capitalize on their greatest asset and competitive advantage: people / talent.

Dexter worked for over twenty years as an executive Human Resource Manager in various sectors including hospitality, manufacturing, and distribution. Companies worked at include: SM Jaleel & Co. Ltd; Electrical Industries Ltd., Transcable Ltd, Vinita Candles Ltd, Grafton Beach Resorts, First Citizens Bank.

Dexter offers a wide range of intervention, programs and services – from Strategic Planning and Performance Management to Team Building and Employee Motivation / Personal Branding. Some of his past clients include Process Management Ltd, KCL Capital Market Brokers, and Vibrant Technology Solutions where he would have developed corporate strategic plans and built leadership capability.

Being an MBA lecturer for nine years (, and having a sustained excellent pass-rate and an exceptional student satisfaction index), Dexter specializes in coaching leaders and employees towards building a culture of productivity, profitability, integrity and accountability. He is very passionate about leadership and his mantra is that ‘leaders must first be servants.’

After a successful career in Human Resource Management, he now coaches other people to achieve the same success in ensuring win-win for all of the organizations’ stakeholders. He has conducted workshops for numerous organisations. Additionally, he presented at a conference held by the PMISCC in 2017 and also does annual presentations to its membership. He was the feature speaker at the launch of business school, AA Success Center in 2017. In April 2020, he was a panelist on an online webinar held by the Caribbean Corporate Governance Institute on ‘Managing during the Covid-19 pandemic.’

Mr. Emrit is also a motivational speaker and published author. His books: (1) ‘Awakening the Spirit...You Can’ and (2) ‘I Decide What I Become’ were published in 2009 and 2010 respectively and have since helped thousands of people to take responsibility for their lives and to focus not only on their self-motivation, but also on how they can better serve the world and humanity and thereby make a positive dent on the universe.

Dexter has worked with clients from various sectors (references are available) and has been able to always exceed their expectations. Guided by the core values of service, excellence, and integrity, he guarantees a fantastic ROI on his services.