



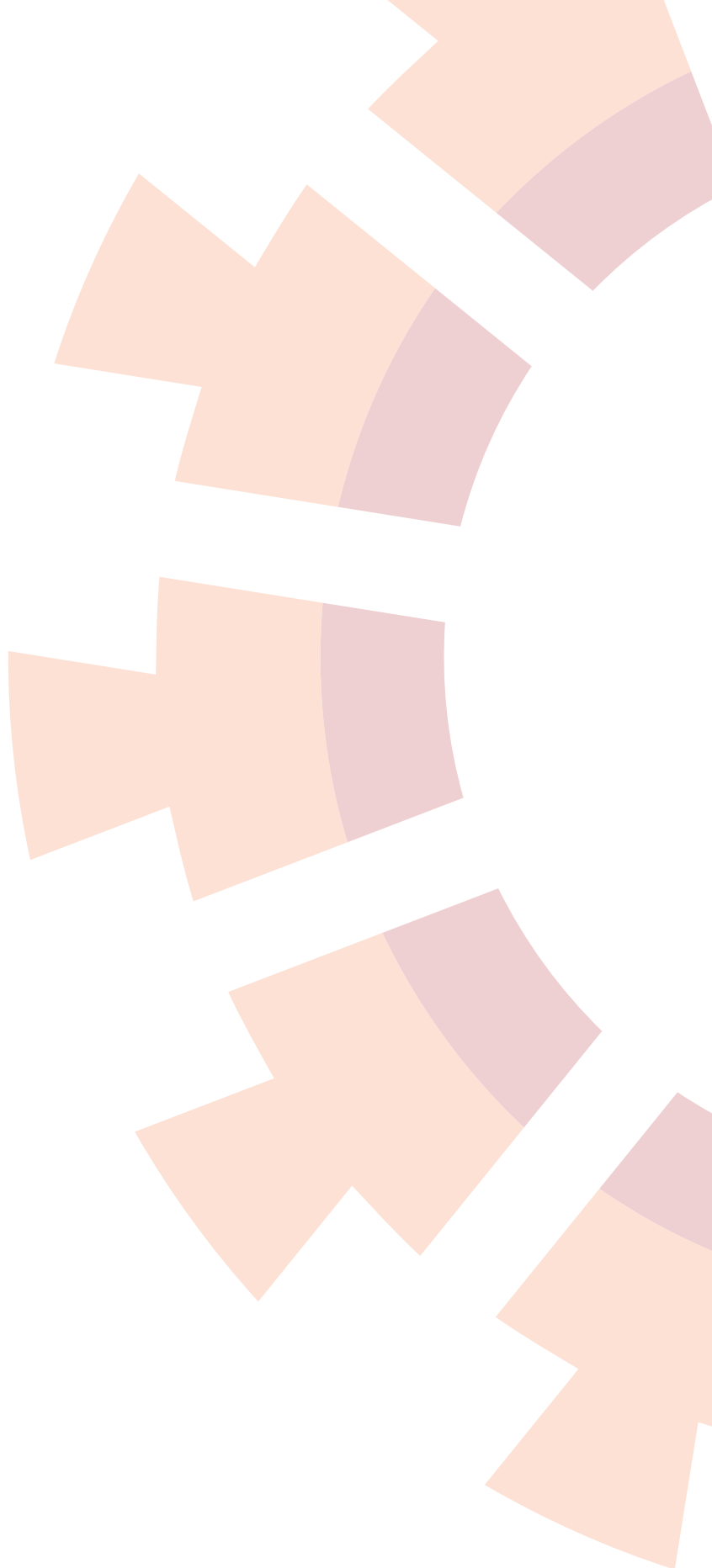
talentsolutionsgroup

**Leadership Development, Training and
Management Consultancy**

<https://tsgqatar.com/>

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Who we are

Specialists in human capital development in Qatar and the GCC

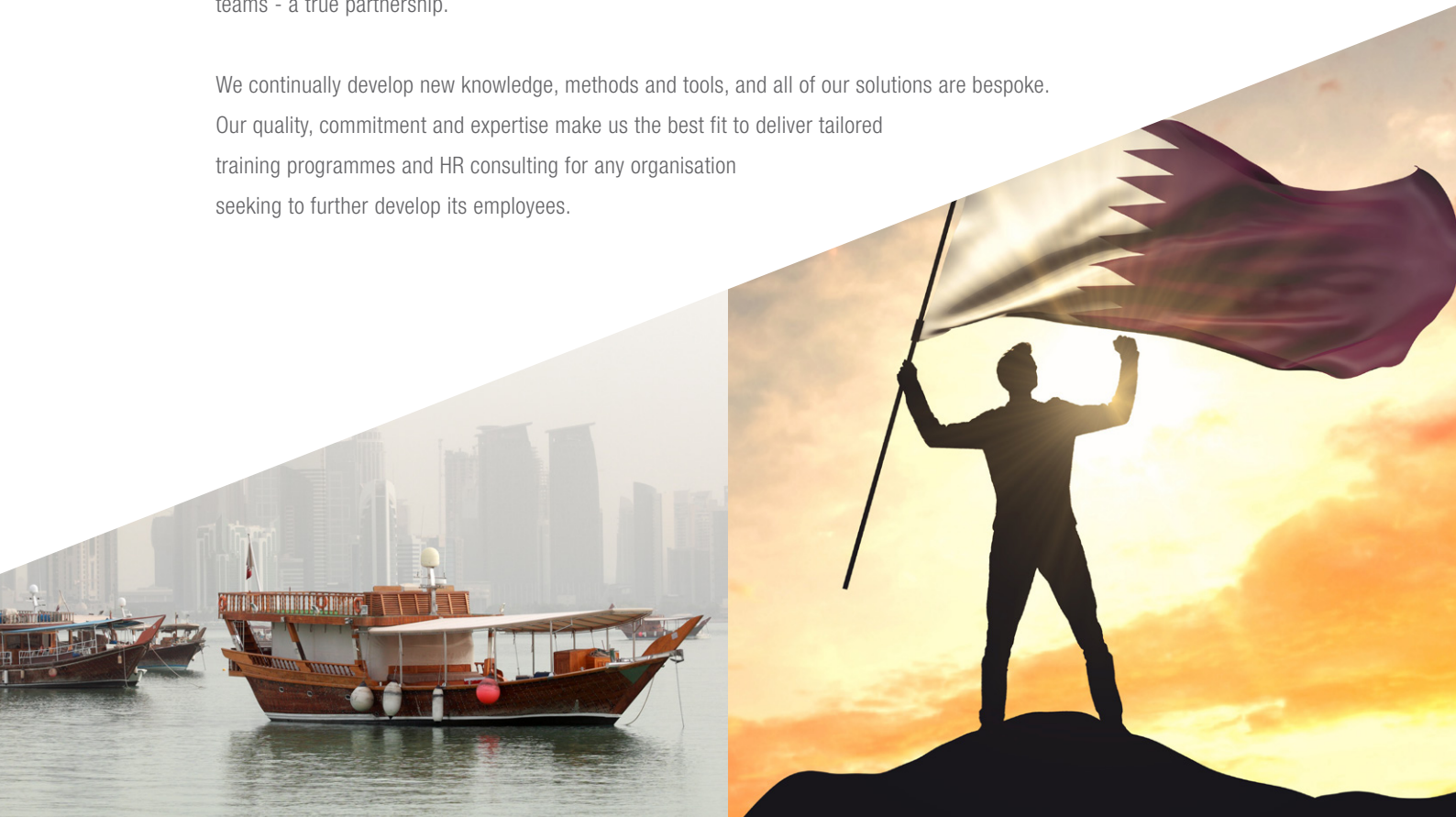
Talent Solutions Group has a clear mission: to be the preferred partner of organisations and companies in Qatar for the delivery of flexible, tailored, practical and effective people solutions, linked directly to their strategic goals.

To do this, we hand-select our team to ensure they have the right operational experience, cultural competence, consulting skills, hands-on attitude and core values to deliver the quality, practicality and care that our clients expect.

With over 14 years of experience in Qatar and the region, our team includes former HR Directors, highly experienced trainers and subject matter experts, serving private and public-sector clients across Qatar.

We have developed an excellent reputation by building deep client relationships, and we have learnt the most effective HR and change management techniques, which we help our clients to implement in the best way for their organisation. We transfer this knowledge to clients during training sessions and by forming joint project teams - a true partnership.

We continually develop new knowledge, methods and tools, and all of our solutions are bespoke. Our quality, commitment and expertise make us the best fit to deliver tailored training programmes and HR consulting for any organisation seeking to further develop its employees.



What we do

Delivering effective, interactive & impactful management and leadership training

Talent Solutions Group's expertise is in delivering engaging and meaningful management and leadership training, using experiential exercises and tools to truly embed learning, and highly tailored content with a combination of pedagogical techniques to adapt to different learning styles and cultural considerations.

Our method includes detailed up-front analysis, tailoring and reviews, as well as Kirkpatrick post-event evaluation, to ensure that we maintain our track record for delivering top-quality outcomes.



What makes us unique

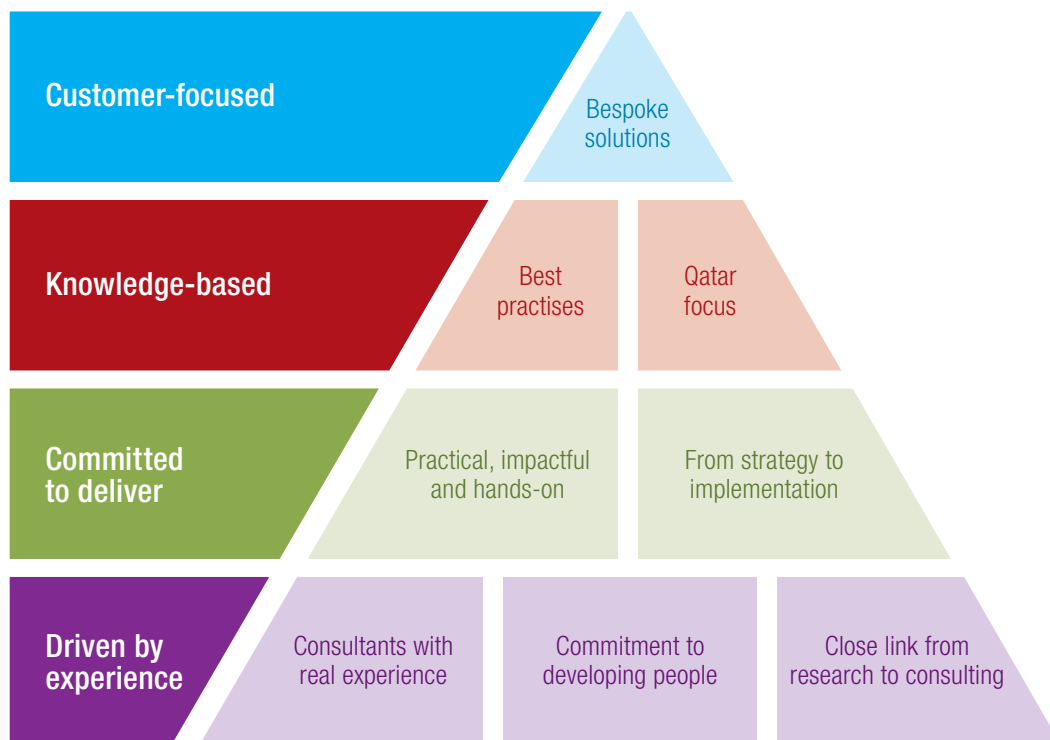
Offering bespoke training solutions, tailored to each client's individual needs

Not just a training provider: We are also an HR and business consultancy. Our senior consultants have all held senior HR, L&D and business roles - we understand the needs and priorities of business leaders, HR departments and L&D professionals.

Experts in national and expat development: We use classroom and blended learning techniques, and regularly develop thought-leadership into Qatar HR and leadership. Due to our extensive experience in Qatar we know what works and what doesn't. Others fly in and fly out - this is our home and we are invested in the development of Qatar and its most valuable asset - its people.

Big enough to deliver and small enough to care: We are a strong and experienced team, with backup provided from our wider organisation when needed. We can deliver the agility, tailoring and additional care that comes from a smaller, more focused organisation.

Our core values...



Core programmes



The Mindful Leader

Mindfulness is a powerful way to develop the skills modern leaders need to properly engage and inspire their people. We live in a time of unprecedented pressure to be productive, and to be available around the clock. This can lead to a working environment that is fragmented by thousands of distractions and disparate demands. We apply mindfulness to leadership and business through **developing** skills of self-awareness, **techniques** for being present in the moment, tapping into our compassion, building resilience, and implementing rational thinking **strategies**.

Building Effective Teams

One of the things that leaders are often pondering is the performance and relationships of their team. **Performance** indicators show that effective teams will almost always outperform people working individually, particularly in high-pressure situations or when multiple **skill-sets** are needed. Without team building skills, an organisation risks limiting the productivity of their employees to what each member can do on their own, whereas if you foster team building you can unite your team around a common goal, which will raise **productivity** as a result. We focus on BEEFS: **B**uilding relationships between your employees; **E**stablishing leadership; **E**nhancing relationships with each of your employees; **F**ostering teamwork, and **S**etting ground rules for the team.

Inspiring Performance Management

You don't have to have "charisma" to inspire the people around you. Everything a leader does, every day, impacts their employees. The six traits we explore are being: **Visionary** - providing a clear picture of the future and being able to communicate that to the team. **Enhancing** - creating positive one-on-one relationships as well as team relationships by being a great listener and connecting emotionally with people. **Driver** - displaying a focused pursuit to make the numbers and complete things on time and generally being accountable for personal and group performance. **Principled** - providing a powerful role model of doing the right things in the right way. **Enthusiast** - exuding passion and energy about the organisation, its goals and the work itself. **Expert** - providing a strong technical direction that comes from deep expertise.

Leading From the Heart

Think about the leaders you **respect and admire**. Chances are they distinguished themselves because they led with and from the heart. A heart-led leader serves others. They epitomise servant **leadership**. They are humble. They are genuine and sincere. They are transparent and vulnerable. They measure success not just on spreadsheets but on the amount of **impact** they (and their organisations) have on others. They believe caring and results are two sides of the same coin.



The Complete Manager

The Complete Manager is a tool belt of skills geared towards busy supervisors and managers who are carrying a full load of responsibilities and have to make every minute count. The front-line manager holds a crucial position in any organisation. **Coach, mentor, disciplinarian, and cheerleader** are just a few of the names and responsibilities of today's manager. How does the manager learn these skills? This inter-disciplinary skills program covers Managing Others; Effective Communication; Time Management and Delegation; Feedback and Conflict Resolution and Coaching and Mentoring.

Mindfulness Based Stress Management

Health problems, such as **stress and anxiety**, are one of the biggest causes of absence in businesses. When you're managing a busy schedule with targets to meet and managers to please, it's common to feel overwhelmed sometimes. Taking small steps to try and change the way you think while practising different mindfulness exercises can have a positive impact on the way you feel and act in stressful situations, in both your professional and personal life. **Mindfulness is mind-body based training** that uses different exercises and techniques to help you to live in the present. The different methods will teach you to manage your feelings and thoughts, which can be particularly useful when you're feeling stressed.

Moving from Competition to Collaboration

What makes for a better work culture: competition or collaboration? If you want to create a culture that will produce **breakthrough** results, collaboration trumps competition by a long shot. You want people to understand what their individual strengths are, so they can pool those strengths and move toward a **common vision**. Once collaboration is in place, people are much more trusting of each other, they are more willing to stretch themselves, and more likely to create amazing results.

Cultural Intelligence - moving from just IQ+EQ to CQ

The single greatest cause of difficulties and failures in global business is not a lack of technical expertise, hard work, or good intentions - it is a lack of "people skills" for relating successfully with counterparts from other countries and cultures. These challenges and failures in a **culturally diverse** work environment are more often subtle than acute, that can slowly chip away and erode the effectiveness of an organisation - they take the form of "death by a thousand cuts". One of Talent Solutions Group's core strengths is our cultural mastery programs. We are one of the only companies in the region that delivers workshops and training on cultural awareness for working and living in Qatar and the region. We provide research-based, **innovative solutions** for assessing, predicting, and improving cultural intelligence (CQ). Cultural Intelligence measures your capability to relate and work effectively in culturally diverse situations. It's a form of **intelligence** that has been tested by academic researchers in over 98 countries for nearly two decades.

Other areas of expertise

- Team Building Days
- Leadership Retreats (Qatar and Sri Lanka)
- Cross Cultural Mastery Programmes
- Cultural Relocation Programme - for employees and their families
- Supervisory Skills – core competencies
- Coaching for Performance Management
- Innovation and Change Management
- Coaching and Mentoring
- Conflict Resolution
- Effective Communication Strategies
- Creative Problem Solving
- Customer Centric Service
- Leadership and Influence
- Understanding Finance for Non-Financial Professionals
- Presentation Skills
- Managing Effective Meetings
- Teamwork and Team Building
- Time Management
- Train-the-Trainer
- Inclusion and Diversity
- Executive Coaching (personalised one-on-one)
- The Myers-Briggs Type Indicator (MBTI) assessment
- DiSC and Extended DiSC



Our experience

Trusted relationships

We have a wide range of trusted and long-lasting client relationships in Qatar, and a strong culture of customer focus.

Our clients tell us this makes us different from many other providers.



مطار حمد الدولي
Hamad International Airport
قطر QATAR



Occidental Petroleum of Qatar Ltd.
أوكسيدنتال للبترول قطر المحدودة



جهاز قطر للاستثمار
QATAR INVESTMENT AUTHORITY



Testimonials

What our clients say about us...

I would like to thank you for your excellent work at our Embassy Away Day on Monday. The feedback from colleagues has been universally positive. We all had an excellent day and the staff went away happy. We will now build on that goodwill and ensure that we continue to break down barriers and encourage more cross-team working at the Embassy. Many thanks again for giving up your precious time to work with us. It is much appreciated.

Nicholas Hopton

Her Majesty's Ambassador to Qatar
- British Embassy Qatar

I used David as our team challenge facilitator for our department retreat. He was probably the best facilitator I've ever experienced.

Dr. Denny Roberts

Associate VP for Faculty & Student Affairs
- Qatar Foundation, Qatar, Doha

We were incredibly lucky to have David work with us. His insight, grasp of people and experience within a multicultural environment was a true inspiration for my team and me. I strongly recommend David to all companies who need an effective, down-to-earth, highly motivated and caring individual who gives both inspirational but practical trainings.

Tom Hallowes

Managing Director - Road Rebel LLC

It was an amazing yet interesting training yesterday. You are a great facilitator and catch all of the audience's attention in a very smooth, professional, assertive and respectful way. It was a productive and goal oriented course. You provided us with strong information. We were energised and interested in the topics we saw and learnt, in your approach and the new material. Thank you.

Daniel Malo

HR – People Learning & Development
- Qatar Airways

At Qatar Foundation, we worked with Talent Solutions Group and David Burton on the rollout of a large scale performance and coaching program. David has always shown himself to be an engaging facilitator that understands the importance of training with measurable impact, bringing about lasting change. David is professional, flexible and we consider him to be much more of a strategic partner than simply a training supplier.

Euan Taylor

Training Specialist, Human Capital Department
- Qatar Foundation

We used Talent Solutions Group for our department team building day and by far it was one of the best training days we have had. David created a great learning environment and his ability to engage all 50 of our staff was exceptional. The day met our needs exactly

Sebastian Parvy

Manager of IT - Maersk Oil Qatar

Contact

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