

EFFECTIVE UTILIZATION

Organizational
Consultancy Program



BY DR MOHAMED NISMY, PHD

Certified Leadership Coach & Accredited Advanced
Professional Trainer (CCF|ILM)



To help organizations to enhance the effectiveness of human resource utilization to achieve the business objectives.



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Dr. Mohamed Nismy is a human resource development strategist, author, accomplished trainer, leadership coach, and management consultant with over two decades of experience.

He has authored ten books on various topics related to leadership and management.

He holds a B.Sc. and M.Sc. in Engineering, an MBA (UK), and an MA (IOU). He completed his PhD at the University of Malaya on "Identification of Talents for Effective Utilisation of People." Presently, Dr. Mohamed Nismy is an Elite Fellow at UM.

Dr. Mohamed Nismy is a certified life coach, executive coach, leadership coach, and an accredited professional advanced trainer (ILM).

With a strong foundation as a Civil Engineer, he has spent twelve years in the Oil and Gas industry, holding key positions such as Quality Assurance Engineer and Strategic Business Planner.

He brings over three decades of experience in community organisations and works, contributing through various roles, including planning, training, and leadership.

The amalgamation of his multi-disciplinary qualifications uniquely positions him to offer transformative training and consulting services to professionals and businesses of diverse backgrounds.

Dr. Mohamed Nismy's specialisation lies in sustainable Human Resources Development, and his expertise spans Strategic Planning.

His impact extends far and wide. He has positively influenced thousands of individuals through training and coaching programs and conducts corporate training programs covering various topics.

Dr. Mohamed Nismy combines academic prowess with practical experience, offering a holistic approach to HR development.





Sustainable Training & Development (STD) Model

Organizations recruit employees to achieve the business objectives. While employees are recruited, they are not 100% fit for the positions.

Always, there are areas that need improvement to qualify them to perform the designated responsibilities to realize the business objectives.

Therefore, achieving the business objectives is directly proportional to the efficiency of the process of improvement of the employees.

Hence, the Key responsibility of the Training Department is continuously work to qualify the employees to achieve the business objectives.

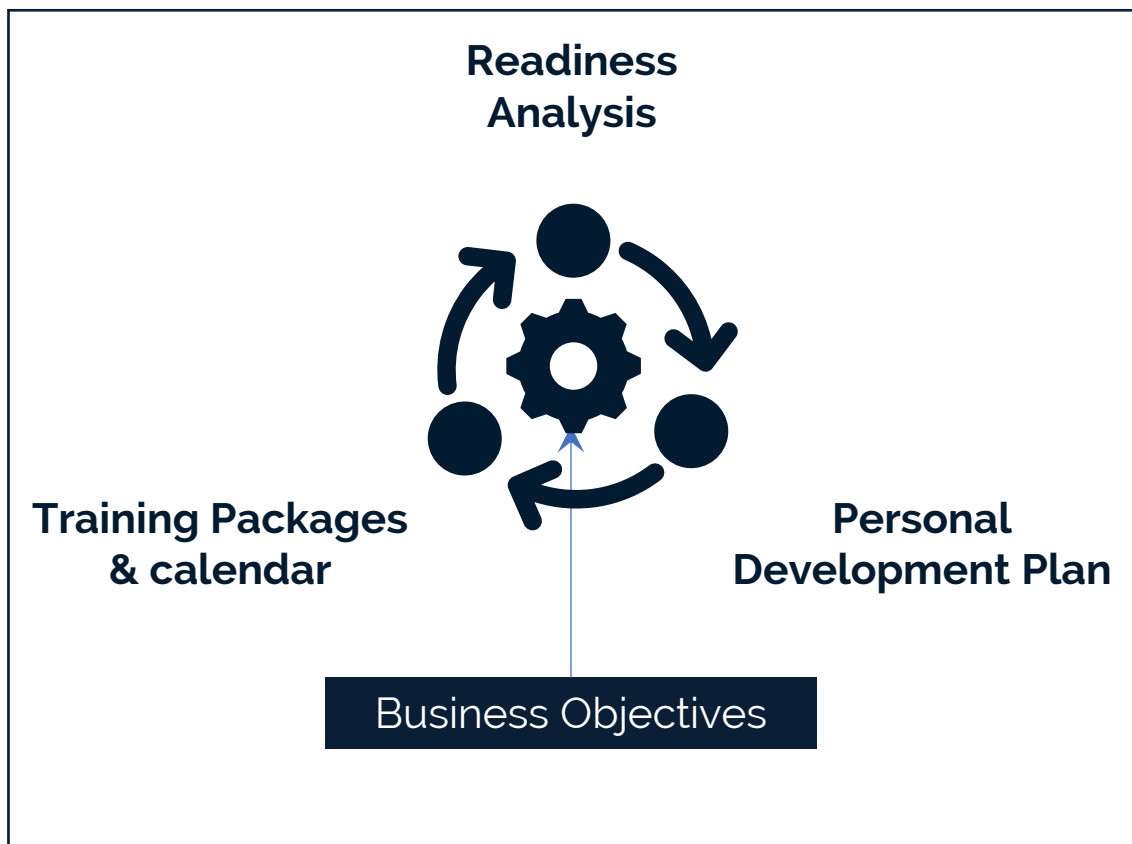
According to the STD model, Training Department is a strategic unit of any business.

Hence, the head of the Training Department has a vital role in leading the organization to achieve its business objectives.

STD Model helps organizations

- To evaluate the existing human resource.
- To strategically align the existing human resource to the business objectives.
- To develop Personal Development Plan for each employee.
- To develop Training Packages to train, coach, and mentor the employees to become extraordinary performers in the organization.

SUSTAINABLE TRAINING DEVELOPMENT MODEL



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PROGRAM DESCRIPTION

Review the Job Description of each employee by the line Supervisors. This process has to be initiated Top-Bottom in alignment with the Organizational Vision, Mission, Strategic Priorities, and Business objectives.

Assess the potential of employees with respect to the Job Description of respective positions, and identify the competency gaps: Knowledge, Skills, and Attitudes.

Prioritize three critical Gaps in coordination with the respective employee and line supervisor.

Identify the list of action points to fill the competency gaps and classify them into three groups:

- 1) Employee - Centred
- 2) Supervisor - Centred
- 3) Training Department - Centred

Managing the "Training Department-Cantered" action points is the key responsibility of the Training Department.

While helping to develop the action plan and monitoring groups # 1 & 2, Training Department has to work on number 3.

Collect all the action items under Training Department-Cantered in each level of the organization structure.

Compile them into a Training Packages in such a manner to have an optimum number of programs to meet the training requirements of the organization.

Prepare the Annual Training Calendar, get the budget, and implement it through the right training providers.



INVESTMENT

Towards healthy and productive business environment that will generate benefits to all the stakeholders.



CONSULTANCY PROGRAM

- The program will be designed based on input from the Training Focal Point (FCP).
- The Program schedule is developed and agreed upon between the parties.
- The Consultant will work directly with the FCP, who should be responsible for leading the Program. Hence, the FCP's commitment is crucial.
- The Consultancy Fee is decided based on the hours required to complete the program.



Transform Your Training Department into a Strategic Growth Engine!

Hiring top talent is just the beginning in today's competitive business landscape. The real challenge is ensuring **your employees continuously evolve to meet business demands.**

Many organisations struggle with:

- Employees **not fully fit** for their roles despite qualifications.
- A **misalignment** between workforce capabilities and business goals.
- Training investments that **fail to yield measurable improvements.**

Let's work together to build a high-performing workforce that drives business growth.



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