



Developing Productive Leaders.  
Strengthen Organisations.

# PORTFOLIO



## LEADERSHIP DEVELOPMENT

Empowering individuals at all levels to build leadership capabilities and drive organisational success.



## HIGH-PERFORMING TEAMS

Building collaborative, agile, and accountable teams that consistently deliver measurable results.



## SUSTAINABLE IMPACT

Designing practical training frameworks that ensure long-term performance improvement and organisational growth.



LM GLOBAL DANIŞMANLIK İÇ VE DIŞ TİCARET LİMİTED ŞİRKETİ

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# Executive Summary



## DEVELOPING STRATEGIC LEADERS AND HIGH-PERFORMING TEAMS FOR SUSTAINABLE ORGANISATIONAL EXCELLENCE & SUCCESS

Leaders Mind Global Consultancy is a specialised training and development firm focused on leadership capability building, team performance enhancement, and organisational effectiveness.

The consultancy delivers its solutions through the Global Mind Training Framework—a structured model designed to enhance Organisational Productivity through Right & Righteous People. The framework integrates four key performance dimensions: Strategic Human Development, Inspiring Leadership, Empowered Teams, and a Thriving Workforce, ensuring a holistic and sustainable approach to organisational growth.

Leaders Mind Global partners with organisations to address critical business challenges, including limited strategic thinking, inconsistent execution, low team accountability, and underutilised talent.

Through practical, outcome-driven training, coaching, and advisory services, the consultancy enables organisations to strengthen leadership capability and improve workforce performance.



STRATEGIC  
HUMAN  
DEVELOPMENT



INSPIRING  
LEADERSHIP



EMPOWERED  
TEAMS



THRIVING  
WORKFORCE



With over two decades of professional experience led by **Dr Mohamed Nismy Rafiudeen**, and supported by a network of multi-disciplinary experts, Leaders Mind Global combines academic depth, industry insight, and practical application to deliver measurable results. All engagements are tailored to align with organisational priorities, ensuring that learning translates into sustainable performance improvement and long-term impact.



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# Organizational Overview



**Leaders Mind Global Consultancy** is a professional training, coaching, and advisory firm dedicated to advancing organisational performance through sustainable human development.

The consultancy focuses on enabling organisations to build capable leaders, aligned teams, and productive workforces by integrating structured development solutions with real-world applications.



## Core Areas of Expertise



**Leadership Development** – Building strategic thinking and leadership effectiveness



**Strategic Thinking** – Enhancing the ability to navigate complexity and uncertainty



**Performance Optimisation** – Strengthening accountability and alignment



**Productivity** – Improving focus, efficiency, and delivery outcomes



**Talent Development** – Identifying, developing, and effectively utilising human potential



## Operating Approach

Leaders Mind Global adopts an integrated approach that combines:



**Training** – Developing knowledge, skills, and practical tools



**Coaching** – Driving behavioural change and individual growth



**Consultancy** – Aligning people, performance, and organisational strategy

This integrated model ensures that development initiatives move beyond learning to deliver measurable and sustainable organisational impact.





# Value Proposition



Leaders Mind Global Consultancy delivers more than conventional training programs—it provides integrated performance solutions designed to drive measurable, sustainable organisational impact.

## What Differentiates Leaders Mind Global



### 1. Framework-Driven Approach

- ✓ All interventions are guided by the **Global Mind Training Framework**, ensuring a structured and consistent approach to leadership, team, and workforce development.



### 4. Integration of Training and Consultancy

- ✓ Development is supported through a combination of learning, behavioural change, and strategic alignment—ensuring holistic transformation.



### 2. Practical & Application-Focused Learning

- ✓ Programs are designed to bridge the gap between knowledge and execution, enabling participants to apply learning directly to workplace challenges.



### 5. Real-World Industry Insight

- ✓ Solutions are informed by practical experience across professional environments, making them relevant, contextual, and impactful.



### 3. Customisation to Organisational Needs

- ✓ Programs are tailored to align with specific business goals, challenges, and workforce dynamics.



### 6. Measurable & Sustainable Impact

- ✓ Every engagement is designed to deliver measurable outcomes that create lasting improvements in performance and organisational capability.







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# Corporate Training Solutions



Leaders Mind Global Consultancy offers targeted corporate training solutions to address key organisational challenges in leadership, team performance, productivity, and talent development.

Each solution area is aligned with specific business needs to ensure relevance, applicability, and measurable impact.

SOLUTION AREA	PURPOSE	BEST SUITED FOR	KEY OUTCOMES
 <p><b>Strategic Leadership Development</b></p>	To develop leaders who can think strategically, make effective decisions, and contribute to long-term organisational success.	<ul style="list-style-type: none"> <li>Organisations preparing future leaders</li> <li>Mid-level managers transitioning to strategic roles</li> <li>Teams operating in complex and dynamic environments</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced strategic thinking capability</li> <li>Improved decision-making under uncertainty</li> <li>Stronger leadership influence and direction</li> </ul>
 <p><b>Team Performance &amp; Leadership</b></p>	To build high-performing teams with strong collaboration, accountability, and alignment.	<ul style="list-style-type: none"> <li>Teams experiencing low collaboration or silos</li> <li>Departments requiring stronger alignment and ownership</li> <li>Organisations aiming to improve team effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>Improved communication and collaboration</li> <li>Increased accountability and ownership</li> <li>Better alignment with organisational goals</li> </ul>
 <p><b>Productivity &amp; Execution Excellence</b></p>	To improve how individuals and teams manage priorities, focus, and execution.	<ul style="list-style-type: none"> <li>Organisations facing inefficiencies or delays</li> <li>Teams are struggling with prioritisation and time management</li> <li>Workforces need improved execution discipline</li> </ul>	<ul style="list-style-type: none"> <li>Better prioritisation and time management</li> <li>Increased efficiency and output quality</li> <li>Stronger execution consistency</li> </ul>
 <p><b>Talent Development &amp; Human Performance</b></p>	To identify, develop, and effectively utilise talent within the organisation.	<ul style="list-style-type: none"> <li>Organisations building leadership pipelines</li> <li>HR teams focusing on talent identification and development</li> <li>Companies aiming to improve employee engagement and utilisation</li> </ul>	<ul style="list-style-type: none"> <li>Improved talent identification and development</li> <li>Stronger succession planning capability</li> <li>Enhanced employee engagement and performance</li> </ul>



# Global Mind Training Framework



The Global Mind Training Framework provides the foundation for delivering the above solutions in a structured and sustainable manner through training, coaching, and consultancy services. It is designed to **enhance Organisational Productivity through Right & Righteous People.**



The framework integrates four key dimensions of organisational performance, ensuring a **holistic and sustainable approach** to leadership, team, and workforce development.



The model below illustrates how these dimensions work together to drive organisational productivity.



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# Inspiring Leadership



**Focus:** Strengthening leadership capability to ensure direction, influence, and effective decision-making.

## Key Interventions



Lead Your Business



Leadership Coaching



Business Life Coaching



Leadership Effectiveness



## Outcome

Leaders who inspire, influence, and deliver results with clarity and responsibility.



## INSPIRING LEADERSHIP

VISION • PEOPLE • STRATEGY • IMPACT



**VISION**

See the future  
Create clarity



**INSPIRE**

Empower people  
Build trust



**ALIGN**

Unite around  
purpose



**DELIVER**

Drive performance  
Create impact

Great leadership drives exceptional teams and lasting results.



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# Empowered Teams



**Focus:** Enhancing collaboration, trust, and team effectiveness across the organisation through the Productive Leadership approach.

## Key Interventions



Build Your Team



Lead Your Team



Discover the Leaders



Maximising Performance



**Outcome:** High-performing teams with strong collaboration and shared ownership.



# Thriving Workforce



**Focus:** Improving individual effectiveness, engagement, and contribution.

## Key Interventions



Lead Your Time



Professional Productivity



Personal Branding



Career Success Coaching



**Outcome:** A motivated, productive workforce aligned with organisational goals.



# Strategic Human Development



**Focus:** Developing sustainable strategies for identifying, aligning, and utilising human potential.

## Key Interventions



Talent Scouting



Effective HR Utilisation



Certified Leadership Coaching



Certified Productive Life Coaching



**Outcome:**  
A structured and future-ready talent development system aligned with organisational strategy.



# Training Methodology



Leaders Mind Global Consultancy adopts a structured, results-oriented training methodology to ensure high engagement, practical application, and measurable workplace impact.

## 6.1 METHODOLOGY COMPONENTS



**Interactive Workshops –**  
Facilitated sessions that encourage active participation and real-time learning



**Case-Based Learning –**  
Application of concepts through relevant, real-world scenarios



**Group Discussions & Simulations –**  
Collaborative problem-solving and experiential learning



**Self-Assessment Tools –**  
Structured reflection to enhance self-awareness and personal development



**Action Planning –**  
Clear, practical steps for applying learning in the workplace



**Outcome:** Participants gain practical tools and techniques they can apply immediately to improve individual and team performance.



# Training Methodology



Leaders Mind Global Consultancy adopts a structured, results-oriented training methodology to ensure high engagement, practical application, and measurable workplace impact.



## 6.2 DELIVERY FORMATS

Programs are delivered through flexible formats to suit organisational needs:



In-person corporate workshops



Virtual instructor-led training



Hybrid learning models



Customised corporate programs



## 6.3 ENGAGEMENT APPROACH

Each engagement follows a structured process to ensure alignment and effectiveness:

1

### Needs Assessment –

Understanding organisational context, challenges, and objectives

2

### Program Customisation –

Tailoring content to align with business priorities

3

### Training Delivery –

Facilitating interactive and practical learning sessions

4

### Implementation Support (Optional Coaching) –

Supporting application and reinforcement of learning

# Expert Leadership



## Dr. Mohamed Nismy Rafiudeen

Founder & CEO

LM Global Consultancy

Leadership Trainer | Coach | Consultant

Dr Mohamed Nismy Rafiudeen brings over 25 years of professional experience in training, coaching, and organisational development, with a strong background in **engineering and the oil & gas sector**.

He combines **academic excellence** with **practical industry insight**, enabling organisations to translate leadership concepts into real-world performance outcomes.



## Qualifications & Credentials

- PhD in Talent Identification & Human Resource Utilisation
- B.Sc. & M.Sc. in Engineering (SL), MBA (UK), MA (IOU)
- Certified Executive Coach
- ILM Accredited Advanced Professional Trainer



## Areas of Expertise

- Strategic Leadership Development
- Talent Identification & Utilisation
- Organisational Performance Improvement
- Productivity & Execution Excellence



## Professional Strength

Dr Nismy is well recognised for his ability to:

- Simplify complex leadership and performance concepts
- Deliver practical, actionable solutions
- Engage diverse professional audiences
- Bridge the gap between strategy and execution



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# Client Experience & Multi-Expert Capability



Leaders Mind Global Consultancy brings together practical experience and multi-disciplinary expertise to deliver effective and context-relevant training and development solutions.



## Client Segments Served

The consultancy has delivered programs across a diverse range of sectors, including:

- ✓ Oil & Gas and Energy Sector
- ✓ Corporate Organizations
- ✓ Government and Public Sector Institutions
- ✓ Educational Institutions
- ✓ Community and Development Organisations



## Multi-Expert Capability

Leaders Mind Global operates through a network of subject-matter experts, enabling the delivery of customised, scalable, and high-quality solutions. This network includes expertise in:



Human Resource Development



Organisational Effectiveness



Coaching and Behavioural Development



## Experience Highlights

- ✓ Leadership development programs for mid-level managers and emerging leaders
- ✓ Training for multi-cultural and cross-functional professional groups
- ✓ Productivity and performance programs for operational teams and the workforce
- ✓ Talent identification and leadership pipeline development



## Value to Clients

This combined capability ensures that organisations benefit from:



Access to relevant expertise aligned to their specific needs



Delivery of industry-informed and practical solutions



Flexibility to scale programs based on organisational requirements



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Leaders Mind Global Consultancy is committed to developing strategic leaders and high-performing teams through a structured and practical approach.

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The Global Mind Training Framework ensures that all interventions are aligned with long-term organisational success, enabling measurable and sustainable performance improvement.

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We invite organisations to partner with us to develop strategic leaders and build high-performing teams for sustainable success.



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