



**Enriching lives
through learning**



Total Learning Solutions
for a Fast-Changing World

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Enriching lives through learning and maximising potential for people and business

As the leading training and development company in the Middle East, we help create significant opportunities for business and learning leaders to collaborate in solving critical business challenges.



We work with our clients to help unlock the potential of inspired leadership through:

- Increasing leadership skills, influence and impact at work
- Creating behavioral change
- Building high performance teams and awareness of corporate culture
- Improving dialogue and engagement
- Reducing the time spent in ineffective meetings

At a team level, we help employees make connections through enhancing knowledge and collaborating with peers to drive performance. On an individual level we support and encourage employees to apply their learning.

We believe every employee deserves the support and tools to be their best. Our solutions for frontline workers drives measurable business results and personalised training for every team member so they can solve today's problems while building their knowledge and skills.



***Helping to create a
connected, empathetic
and agile workforce***





***Biz has supplied over
1,000,000 learning
hours across the
Middle East***

**We have spent
29 years
mastering the
perfect learning
formula to
deliver business
results**

In 1993 our founder Hazel Jackson touched down in Dubai to build a company focused on enriching people's lives. Today, Biz Group is home to 45 professionals who still share Hazel's original vision.

Since 1993 we have grown into much more than a training company. We are proud to say that we have worked with hundreds of leading companies in the Middle East, helping them to overcome their business challenges and transform their organisations.

People are and will continue to be at the heart of everything we do; all of our products, events and LearningJourneys™.



Impacting your business

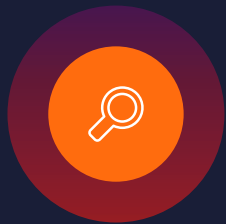
As companies aim to evolve in this fast-changing world, continuous learning is critical for business success.

It is important that learning (whether it be in person, digitally led or by taking a blended approach) is not seen as a collection of independent learning messages, but as a clear learning path with connections back to business realities. Our LearningJourneys™ are made up of various elements to maximise a learner's engagement and to set clear expectations of application of learning back in the workplace.

LearningJourneys™

- Are curated with your End Game in mind to create the change you are looking for
- Are designed and delivered with modules to suit you and your goals
- Hone skills and behaviours over time
- Give you a learning solution which creates a lasting impact

Our Learning Journeys™ Methodology



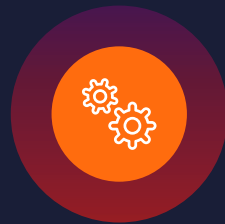
Research & Development



Assessments



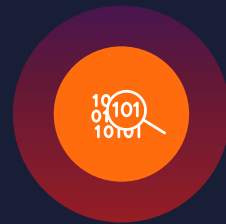
Events



Practice



One-to-one coaching



Digital Solutions



Reading



Videos



Case Studies



Webinars



Learning Circles



Experiential Workshops

Traditional routes to learning are changing

The world of learning has changed dramatically, mostly because technology has changed the way people work, learn and consume information.

The past few years have been exciting with traditional learning technologies being challenged by microlearning apps, virtual reality and much more.

Through leveraging technology we create engaging, relevant and personalised learning that will have the desired impact on your people so that they, and your business perform better.

Delivery methodologies

- Adaptive Micro Learning Reinforcement
- Virtual Reality
- On-Demand Digital Content
- Virtual Workshops
- Face to Face Workshops
- Learning Circles
- Coaching
- Interactive Keynotes



Trends and Insights that help transform businesses to be ready for the future

We help our clients stay ahead of the curve by providing insights and data through our events and trends webinars.

We tap into the talent, experience and passion inside our business and community to consistently answer the biggest questions on the minds of our clients on particular topics, helping them navigate an ever-changing learning landscape.

We deliver this through:

- Biz Group Trends Breakfast events
- Presenting keynotes at national and international events
- Insight reports
- Blogs
- Media outreach



Join our online community and meet the needs of today while preparing for the future at:

[Learningwithbiz.com/community](https://learningwithbiz.com/community)





***We create and
deliver optimum
learning experiences
that create powerful
business results***

Managing your workplace challenges

We have created thousands of LearningJourneys™ to help clients stay ahead in the ever-changing world by integrating digital learning and enhancing results.

- We work with clients to understand their unique challenges and required business impact
- We use the latest learning content to create curated LearningJourneys™
- We track and report learning outcomes against the desired business impact

Building the mindset and skillset to develop and thrive in today's world of work

Consistent upskilling of frontline workers at scale

Developing the skills, confidence and capability for today's workplace

Rapid and effective onboarding to accelerate time to improved productivity

Developing leaders who can amplify, stretch, grow and retain talent

Enabling strategic alignment to maximise collaboration and teamwork

Building the mindset and skillset to develop and thrive in today's world of work

"We had two Impact Players keynotes for our annual learning event. In the 90 minutes virtual sessions, Hazel used realistic and relatable examples to help our employees understand the differences between being an Impact Player versus a Contributor, helping them to make a bigger impact in their roles and careers."

Rachna Sampayo

Vice President of Human Resources,
Asia Pacific & Japan, Oracle Corporation

Impact Players are people who have an enormously positive impact on a team and who find a way to break through and make an impact while others are merely going through the motions.

After considerable research to identify what separates impact players from other smart, capable, hard working professionals, Impact Players has been designed to transform and guide others how to take the lead, play bigger & multiply their Impact.

We help answer why some people play at their full potential, while others remain underutilised?

- While others escalate problems, Impact Players move things across the finish line.
- While others attempt to minimize change, Impact Players learn and adapt to change.
- While others add to the load, Impact Players make heavy demands feel lighter.
- While others do their job, Impact Players do the job that is needed.
- While others wait for direction, Impact Players step up and lead.



Consistent upskilling of frontline workers at scale

We all know that sales team's performance is critical to overall business success. The Axonify platform teaches frontline employees the top things they need to know, using focused, bite-sized bursts of information to make learning memorable.

We constantly measure what each employee knows and what they don't, along with how confident they are in their knowledge. Using that data, we personalise training for each employee so the entire frontline can retain information better and can easily remember what to do in the moments that matter most to a business.

"At the end of the day, a business is only as good as its people. I am proud to say that through Axonify we found a model that helps us to promote better employee growth."

Andrew Stotter-Brooks

Vice President Learning & Development,
Etihad Aviation Group

- Learning is fun – built-in games, points, rewards and leaderboards keep them coming back to train, again and again
- It is fast and fits the flow of work – people learn on Axonify for just 3-5 minutes a day, on any device - mobile phone, POS, tablet or desktop
- Information is at their fingertips – they can find critical job aids and resources in seconds, right in the place they learn every day
- It's really personal – one-size-fits-all training is a thing of the past with training targeted to what each person knows and does not know

Developing the skills, confidence and capability for today's workplace

Our Jenson8 Virtual Reality platform immerses teamers into real life scenarios that trigger authentic behaviour. It creates an environment that focuses on optimising performance that builds Trust, Accountability and Teamwork. Crisis scenarios offer individuals the ability to not just learn to cope with change but thrive in it.

The platform captures key data from the sessions and delivers rich insights, enabling our clients to tailor leadership and team development plans, to make better informed decisions about how they structure their organisation for maximum impact.

We can connect individuals via Pico headsets so they can experience a Multiplayer solution with real people in the same room or across the globe. Together with the psychometric assessments, this creates the basis for self discovery.

"It's really highlighted how important it is to ask for help, when to help others and how we either succeed or fail as a team."

Dale Revell
XR Producer, Facebook for Business





*People are and will
continue to be at the
heart of everything
we do*



Rapid and effective onboarding to accelerate time to improved productivity

Using Artificial Intelligence, Axonify analyses employees' behaviours, performance and knowledge to deliver personalised learning that address their individual needs.

"Axonify allows us to balance the need to learn with the need to sell. We leverage Axonify to drive our company's current strategy by keeping the sales force engaged with Ethicon's most critical product on a daily basis."

John Knoble

Ethicon, A Johnson & Johnson Company

The Micro-Learning solution has 50+ languages, including Arabic, all with the aim of optimising communication for frontline staff, through:

- Using learning paths to combine modules, questions, tests and tasks to teach employees what they need to know to perform well
- Onboarding paths that let employees become more familiar with the company culture, systems and procedures, so they can manage and report compliance
- The use of surveys to gather feedback on what is going on in the front line and how you to improve the organisation
- Ensuring teams get regular training and development through instructor-led (classroom or virtual) events
- Axonify Content Marketplace which offers over 500 video and text-based topics, plus thousands more through our trusted partners.

Developing leaders who can amplify, stretch, grow and retain talent

At Biz Group we have delivered Multipliers leadership development training across the Middle East for over 10 years, helping leaders inspire employees to stretch themselves to deliver results that surpass expectations.

We show how Multipliers can have a resoundingly positive and profitable effect on an organisation. We enable leaders to get more done with fewer resources, develop and attract talent, and cultivate new ideas and capabilities to drive organisational change and innovation.

Multipliers Coaching helps to:

- Decrease accidental diminishing
- Spark better thinking
- Capture latent intelligence
- Create a safe space for bold thinking
- Build organisational capability
- Make smarter decisions
- Create space for others to contribute
- Develop independence and capacity

Multipliers Workshops provide:

- Techniques to stretch capability and hold team members accountable for results
- A methodology for robust informed decision making
- Platforms for discussions that leverage the intelligence across the organisation
- Space for others to contribute new ideas and energy to drive organisational change and innovation

“The Multipliers program is the ideal platform to enhance your leadership skills and get the best of motivation, commitment and added value from your team members. In line with our talent-driven vision, I really encourage each one of you to proactively participate to this program.”

Lhaouari Djebbour
Senior Manager, Category Management
EGA



Enabling strategic alignment to maximise collaboration and teamwork

Team building games are an important part of creating effective teams and improving soft skills. Successful organisations are made up of effective teams, as they increase productivity, quality and efficiency.



“What a wonderful event we had! I have received nothing but amazing feedback from our entire team on the event, activities and the way you were able to facilitate relationship building in a unique and fun way. I can’t thank you and your team enough for making this happen.”



Halide Oguz
Abu Dhabi Investment
Office

Developing individuals and a culture of teamwork in any organisation requires practical management and leadership. An effective team leader will encourage each individual to contribute their unique talents and skills for the success of the whole team.

We have team building games specifically designed for virtual, hybrid and face-to-face interactions.

Award winning solutions

Our team of consultants start by getting to know you and your business. They discover what issues are most demanding as well as understanding your company's strategy and goals. They then formulate the optimal LearningJourney™ to deliver on your requirements.

We draw on our huge library of proprietary content, resources and tools, picking those elements that are most appropriate to design a truly tailored solution that perfectly matches the unique requirements of your people, teams and organisation.



Our team

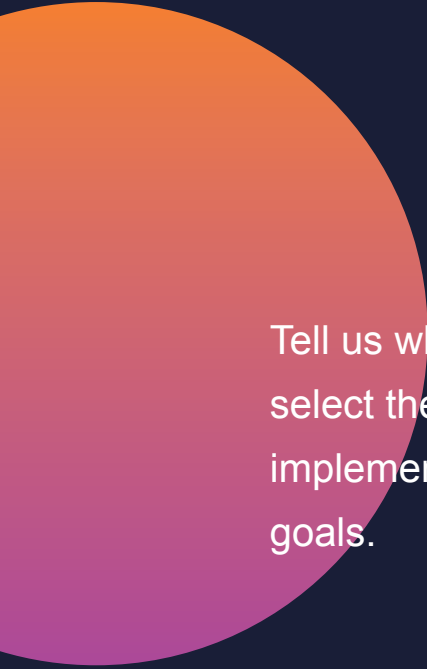
Our team are regional experts working with many of the world's top organisations, across a diverse range of sectors.

Leveraging technology we create engaging, relevant, and personalised LearningJourneys™ that are delivered by our team, who have a collective range of skills, in many areas including: leadership, service excellence, sales strategy, innovation, performance coaching, project management and design, who can deliver in both Arabic and English.



Biz Group, headquartered in Dubai, is the leading training and development company in the Middle East with the purpose to enrich lives through learning. The company has over 45 employees, serving a diverse range of clients, to provide learning solutions for a fast-changing world. Founded in 1993 by CEO Hazel Jackson, Biz Group has helped hundreds of leading companies, and provided over 1,000,000 hours of training to help people overcome business challenges and transform their organisations.

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Tell us what you want to achieve and together we will select the right learning path for your business and implement the LearningJourneys™ that meets your goals.



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