



T6 Group

Leadership Development Program

P R O G R A M B R O C H U R E



T6 Leadership Development Program

Program Brochure

Introduction and Overview

The **T6 Group Leadership Development Program** is a bespoke program designed and devised by an internationally educated team of local practitioners and educators who have combined the best and latest leadership and management theories of the West, that which is applicable, realistic and practical with the specific needs of the East.

The program encompasses various interactive and dynamic activities that include a “Job Shadowing Exchange”¹ opportunity, personal interviews with sector leaders and visits to other workplaces of peer companies in the sector, all of which add to the profound richness of the learning delivered.

The program follows Altaaat Institute’s proprietary six step group learning methodology devised to best suit the region’s local leadership environment, their needs and preferences.

Similar to the rest of its program methodologies, the T6 methodology came to deliver effective hands-on leadership learning, addressing current shortcomings experienced by learners through other leadership development programs and mediums offered in the market. For more information refer to “What makes Altaaat programs different?”

What Does “Altaaat” Mean?

The Arabic word “Altaaat” is a term recently invented by popular understanding as a way by which to construct methodologies for achieving a particular goal and that by outlining the steps required for achieving that goal through the use of verbs that start with the Arabic letter “ta” and which “Altaaat” implies the plural of.

The beauty of the Altaaat methodology lies in the fact that it simplifies the task of achieving any goal by dividing the task up into simple and achievable steps that can then be easily remembered.

For example, there are the 6 taaat (Ts) laid out for each one of Altaaat’s group leadership development programs which are:

“taqra2=read”; “tufaker=think”; “tajtame3=meet”; “tunaqesh=discuss”; “tujareb=pilot”; and “taqoud=lead”.

¹ Job Shadowing Exchange Program allows a participant to be once as a shadow-ee and once as a shadow-er, with feedback on what was learnt by the shadow-er and recommendations on what can be improved by the shadow-ee.

Program Description

What is unique about the program?

The most unique aspect of the program is the fact that it is not imported! It is locally adapted. The program comes to help participants address actual and real challenges, responsibilities and expectations facing them as leaders in their specific sector within the local environment. Program content has continuously been refined and enhanced using real local case scenarios gathered through collaborative discussions with local industry leaders to direct learning towards these specific current and evolving leadership needs and concerns. Such is underlined by a consistent set of critical teachings that equip participating leaders with fundamental leadership skills they need to be able to respond and address such evolving and changing conditions on their own going forward.

What is learned in the program?

- ◆ What is leadership about?
- ◆ How does it differ from management?
- ◆ Do we need more leaders or more managers?
- ◆ What makes a good leader and a bad leader?
- ◆ What sorts of leaders are needed in our region today and tomorrow?
- ◆ How should leaders think and behave in our local environment?
- ◆ How should leaders act and react?
- ◆ Common mistakes leaders make in this part of the world and how these can be avoided.
- ◆ The challenges leaders are facing today and due to be facing tomorrow and how to prevent and overcome these.
- ◆ How can a leader leave his mark and leave a good legacy behind.
- ◆ Valuable lessons that every leader should learn from.

How long will the program run?

The program brings leaders of organizations within a specific sector together once a week for three hours and that over a ten-week period, where two hours are dedicated for the session and the additional hour is reserved for interviewing a different CEO each week.

How does the program run?

1. Participants engage in the story of a hypothetical leader from whom they learn valuable leadership lessons that are then discussed and explored in each session.
2. Each participant has the opportunity to then take back the leadership lessons learnt in that week's session, try to apply these at his/her own workplace and then share the results of their attempts with the team in the following session.

Number of participants:

Each program is divided into two groups of ten participants each.

When will sessions be held?

Sessions for both groups would be held during the same day each week, and participants can enroll in either the morning program or the afternoon program. The two groups would be brought together during the program introductory session, for each week's CEO interview, and the final reunion at the sponsored dinner event towards the end of the program.

Are programs sector-specific?

Programs are by sector to allow for sector specific experiences and lessons to be exchanged. Examples of the sectors included are the Government sector, O&G sector, Education sector, Capital Projects sector, Transport sector and Health sector, etc. See program calendar for more details.

Who should participate?

High potential leaders including emerging leaders targeted to assume significant leadership responsibilities in which they are expected to lead and manage people, manage budgets, manage multiple tasks and responsibilities, manage important stakeholders, solve problems, devise strategies, formulate plans and achieve the organization's or department's goals.

Who will facilitate the program?

The program discussions are facilitated by an inspirational and influential locally experienced and internationally educated consultant and coach who enriches the discussions through referencing real local case studies and examples in addition to invaluable lessons drawn from the rich archive of lessons captured from leading leadership personalities that the region's history has everknown. Refer to Facilitator CV

Program Benefits & Expected Outcomes

- ◆ A dynamic leadership journey that delivers real and perceived impact
- ◆ The opportunity to be part of a know-how consortium of leaders from the same sector
- ◆ An exchange of knowledge and experiences amongst sector peers
- ◆ Develop ties and acquaintances with other leaders in the sector, promote collaborations and knowledge exchange for the good of the country, the Emirate and the sector
- ◆ The opportunity to take back, test, and then feedback attempts of applying what was learned and sharing these with the rest of the group
- ◆ Learn from the successes and failures of others, avoid repeating failures and be confident around applying successfully tried and tested approaches
- ◆ Learn without having to leave the workplace
- ◆ Promote ongoing self learning through continuous application of learning and thinking strategies acquired throughout the learning journey such as informed reading, strategic thinking, structured reflection and collaborative discussions
- ◆ A lasting, memorable leadership development journey

What Will Participants Receive

1. Ten 2-hour leadership development sessions spread over ten weeks – one session a week, including a one-hour introductory session at the start of the program
2. Sessions hosted at participating organization's workplace venues – allowing participants to experience different working environments
3. Each week a new one-hour interview with one of the participating entities top leaders e.g. CEO, for the duration of the program. Total of ten interviews with different local CEOs in the sector.
4. A copy of the Leadership development book that will be read during the ten week program, including a reading light, and an electronic English dictionary bookmark
5. "Job Shadowing Exchange Program"²
6. Key leadership lessons learned within the program captured for future reference
7. A list of recommended leadership readings to read going forward
8. A frame with ten group photos each photo with one of the organizations leaders met during the program
9. End of program sponsored dinner event
10. The program completion certificate

² Please refer to explanation under "Introduction and Overview"

Program Terms & Conditions

- ◆ Whilst, the majority of programs are limited to Emirati Leaders / Emerging Leaders, there are some programs open to non-Emiratis. Refer to program calendar.
- ◆ Proficiency in written and spoken English is essential, except for Arabic programs.
- ◆ Each participating organization is asked to provide a meeting room enough to host 10 participants for a total duration of 4-hours (morning and afternoon session) once during the program, provided that one of its leaders, preferably their CEO would be available on that day for a one-hour interview for participants to meet with, ask questions to, and take a group photo with.
- ◆ Participants are expected to be provided the required time off from their work to attend the program.
- ◆ Each participating organization needs to allow its participating leader to be job shadowed for one day by one of his program colleagues.
- ◆ It is recommended that the head of the organization nominates participating leaders.

What Makes Altaaat Programs different?

Our programs are not imported! We have designed our bespoke programs from scratch based on actual pressing local leadership development needs, both in terms of content but also in terms of delivery method.

Altaaat leadership development programs have been locally designed based on actual end learner needs from a realization that much of the imported development programs have not been effective with the local audience for either their irrelevant content and/or their unsuitable delivery method for this region's environment. From a content perspective, what's often found are programs that speak to a different audience, address irrelevant problems, provide inapplicable solutions, do not take into account key challenges and circumstances experienced in the local environment and do not reflect the rich and invaluable amount of lessons that our history beholds.

Content / Curriculum Comparison	
Imported Leadership Development Programs	Altaaat Development Programs
Devised for a different audience – <i>Americans, Brits, Australians, Canadians etc.</i>	Devised for the local audience – Leaders in the GCC Region
Address irrelevant problems those mostly experienced in the West	Came to address actual and most pressing local leadership problems the region and country are facing
Provide inapplicable solutions, things that work in the developed countries	Reviewed international best practices, assessed applicability of these in the local environment and extracted solutions that can realistically be applied on local grounds
Take into account challenges and circumstances experienced in the West	Developed from a thorough understanding of the region's local challenges and circumstances which are very different to those in the West
Are mostly about lessons from the West, or a few recent local case studies which are not strong and comprehensive enough	Reflect in the teachings the rich and invaluable lessons that our region's history beholds, the best that mankind has ever witnessed
Build on Western understandings of ethics – which failure was witnessed e.g. Enron, Arthur Anderson and countless others	Builds on the strong ethical foundation that our religion taught us

From a delivery perspective, most imported programs and trainers have been highly theoretical in their approach; unexciting for the local audience to listen to, too complex in their use of terms and words, and do not adopt the effective means of teaching that leave the desired impact and work with the local audience. Refer to below tables for more details.

Delivery Method Comparison	
Imported Leadership Development Programs	Altaaat Development Programs
Delivered by foreign trainers	Delivered by internationally educated local practitioners and educators who have hands on experience consulting leading local organizations
Trainers inexperienced with the local market, local working environment and local ways of working	Delivered by highly experienced local consultants / executive coaches who worked with the region's top companies, organizations and leaders
English speaking trainers	Bilingual (English & Arabic) with a local dialect!
Highly theoretical	Based entirely on pragmatic hands on examples and experiences
Unexciting to listen to and hear from	Delivered by charismatic and inspirational coaches who are leaders and success stories in their own right – <i>a joy for anyone to listen to and be coached by!</i>
Too complex use of words and terms	We say it " <i>be albaladi</i> " if we have to!
Do not adopt the effective means of teaching that leave an impact with the locals	We know what clicks with the local audience; we know how to keep them engaged, excited and keen to come back for more!