

	organization's customer- and human-focused Lean Six Sigma initiatives. • You will be able to manage your Lean Six Sigma project successfully. • Learn techniques to create conditions for a real learning organization and a high-performance culture.	
<b>29. Human Lean Six Sigma Green Belt, Black Belt and Master Black Belt Certification</b>	This training facilitates corporations in reducing variation and eliminating waste in a sustainable way based on our unique TPS-Lean Six Sigma Methodology. We show you how to implement TPS-Lean Six Sigma and reduce process variation in everything you do. By reducing variation, your organization can significantly reduce cost, improve cycle times, eliminate customer complaints, and drastically improve your corporate bottom line. This powerful program will provide participants with the proven TPS-Lean Six Sigma tools and techniques, plus practical experience to catapult their organization toward "World Class" status.	Integration of Lean and Six Sigma Process Management Techniques and concepts using the DMAIC (Define-Measure-Analyze-Improve-Control) methodology - Integration of Lean Six Sigma and Human Lean Six Sigma using the Total Performance Scorecard Methodology -Strategic Process Improvement - Process Analysis and Management Tools - Understand Six Sigma Management - Develop the ability to solve a problem using the Lean Principals & DMAIC methodology - Understanding Value Stream, Charting, creating QFD, DOE, Kaizen, plus much more
<b>30. Developing female entrepreneurial leadership</b>	To become successful as a woman, it's important to be your own brand and become your life's CEO. By way of this interactive and practical workshop, we will offer you an advanced breakthrough formula and a new blueprint to build, implement, maintain, and cultivate an authentic, distinctive, and memorable authentic female entrepreneurial leadership brand, which forms the key to enduring personal success. You will learn how to build a powerful personal entrepreneurial leadership brand, develop credibility, build a solid reputation, enhance your personal performance, position yourself effectively, and put yourself above your competitors.	Personal branding, authentic personal leadership, developing your vision, developing your personal BSC, implementing your brand, developing personal integrity, aligning your personal brand with your corporate brand, becoming a personal brand coach, and social media marketing.
<b>31. Innovation management</b>	The future of innovation entails eco-innovation, which is a holistic approach that makes the link to personal innovation, corporate innovation, and social innovation. Please read " <a href="https://form.jotform.com/203405787169160">Eco-Innovation</a> " and " <a href="https://form.jotform.com/203405787169160">Personal Disruptive Innovation</a> ."	Sustainability, Eco-Innovation, Eco-Design Thinking, Personal Disruptive Innovation, Innovation Leadership, Future of Work, Measurement of Diversity, Inclusion, and Innovation.
<b>32. Design Thinking</b>	The new normal requires a holistic way of creative and intuitive thinking to innovate and design smarter and sustainably. Please read " <a href="https://form.jotform.com/210443007086143">Eco-Design Thinking; How to Design a Better World</a> "	Sustainability, Eco-Innovation, Eco-Design Thinking, Personal Disruptive Innovation, Empathy, Design Thinking Code of Ethics.
<b>33. Innovation leadership</b>	Reshaping innovation and leadership to drive high performance sustainably. Please read " <a href="https://form.jotform.com/210534813657153">The Future of Leadership</a> ".	Sustainability, Eco-Innovation, Eco-Design Thinking, Personal Disruptive Innovation, Eco-Governance, Innovative & Authentic Leadership, Empathy.
<b>34. Innovative entrepreneurship</b>	Personal disruptive innovation is an innovative entrepreneurship system that unlocks your creative potential, opens up new unique opportunities, challenges traditional markets, and allows you to make a meaningful impact on society. You can break free from conventional thinking and expand your horizons by embracing innovation. In this way, you will not think outside the box; you will think like there is no box. To become more resilient and develop your authenticity and strategic thinking skills, follow the four steps below. Please read " <a href="https://form.jotform.com/210294743577159">Personal Disruptive Innovation</a> ".	Sustainability, Eco-Innovation, Eco-Design Thinking, Personal Disruptive Innovation, Innovative & Authentic Leadership, Empathy, Entrepreneurship, Disruptive Innovation.
<b>35. Diversity &amp; inclusion</b>	Reshaping diversity, inclusion, and belonging sustainably. There's such a need for a sustainable culture of eco-diversity in which eco-innovation, creativity, personal integrity, empathy, employee engagement, and a truly authentic sense of belonging and inclusion are embedded. Please read " <a href="https://form.jotform.com/210294743577159">Eco-Diversity</a> ".	Sustainable Diversity & Inclusion, Innovation, Design Thinking, Authentic Inclusive Leadership, Talent Management, Future of Work, Measurement of D&I.

# Innovation & Sustainability Consulting Guyana Inc.

*How Sustainability Fuels Innovation in Guyana*



- \*Project Management
- \*Project Development
- \*Training
- \*Consulting
- \*Funds Management / Investment

## Innovation & Sustainability Consulting Guyana

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With offices and strategic relationships in the USA, Europe, and the Middle East, Innovation & Sustainability Consulting Guyana (ISCG) is a worldwide consulting and training company in Guyana that works with leaders to translate vision into action. We empower individuals and organizations to realize their maximum creative potential by providing them with innovative, efficient, and practical assistance. Our bestselling American books, published in many languages and supported by Harvard Business School, form the foundation of our distinctive innovation, business management, leadership, corporate governance, design engineering, personal & corporate branding, and change management programs.

Our clientele comes from both the public and private sectors and represents every significant industry, including banking, oil and gas, government, real estate, and education. We provide various services, including consulting and training in the aforementioned domains and managing complex projects. Additionally, we are happy to announce the publication of our best-selling books "[Eco-Design Thinking for Personal, Corporate, and Social Innovation](#)". Our breakthrough [innovation](#), [change management](#), [authentic personal branding](#), [personal BSC](#), [TPS-Lean Six SIGMA](#), and [authentic governance](#) concepts are different from traditional techniques in that they don't consider the value of authenticity, a holistic approach, and alignment with human capital, all of which are necessary to attain consistently high levels of individual and corporate excellence. When conventional ideas are applied, the effects are purely aesthetic and occasionally even harmful. Only if staff members undergo an internal transformation and adopt personal integrity as a way of life, sustainable personal development will be possible.

Our [authentic governance](#) is a sustainable, comprehensive, and holistic approach to good governance, ethics, and social accountability. It is a journey towards a happier and more successful life for individuals and ethical corporate excellence. This comprehensive solution will cause a paradigm change in your business and have a long-lasting effect on how employees transform. It will work as a catalyst to accelerate the transformation of satisfied workers into committed and ethical employees and create a stable basis for a real learning organization.

Guyana, in its rapid march towards development, is facing a concerning shortage of skilled, semi-skilled, and unskilled labour, impacting the oil & gas sector. To combat this issue, ISCG has developed many practical skills training programs for this sector to facilitate the Ministry of Labour. Based on our impressive training programs you will develop the skills needed to confidently complete your tasks in the oil & gas industry and excel in your career in this industry.

Our consultants, trainers, and executive coaches stand out for their knowledge, originality, professionalism, passion, and integrity. We have a unique perspective on the business and personal concerns of today. This vision is built on our unique programs and techniques we've developed, all endorsed by Harvard Business School and centered on aligning human capital to business success. Implementing these strategies produces a high-performance culture that enables employees and leaders to reach their full potential and make innovative contributions while enhancing the organization's profitability, market share, and customer satisfaction.

We have a ground-breaking alignment program that boosts productivity, cuts waste, inspires employees, satisfies customers, and drives up profit. We offer complete and long-lasting professional services that boost efficiency at all levels of a business and create a distinct competitive advantage. We have put together a well-rounded team of skilled and motivated personal coaches, trainers, consultants, and facilitators for this aim. They are skilled problem-solvers who will collaborate with you to develop original ideas and support their successful execution. Our experts are skilled at developing commitment, trust, and ownership within your organization.

- Our guarantee to you based on our unique world-class programs are:
- Improved customer satisfaction and employee satisfaction by at least 30%.
  - Increased personal effectiveness and higher employee engagement.
  - Improved employee performance and bring about the maximum personal development of employees through effective talent development.
  - Increased personal responsibility and improved personal integrity.
  - Reduced costs and waste and enhanced labor productivity by at least 20%.
  - Enhanced sales performance by at least 20%.
  - A high-performance culture.
  - Increased credibility and a solid reputation to put you above your competitors.

We are here to support your ongoing success. We understand that you have more inquiries and need more details. A clear response generally only takes one phone call or email. We can respond to inquiries or set up a meeting to present additional information without imposing any obligations on you.

Ravidat Parasram (Chairman) | Prof. Hubert Rampersad, Ph.D. (President)

	effectiveness and deliver peak performance, and: • Establish an effective mentoring and coaching program in your organization. • Coach your employees to utilize their talents effectively. • Develop employee engagement • Create work-life balance. • Create conditions for trust and a real learning organization. • Bring about the best fit between employees' and the organization's objectives and create lasting conditions for self-guidance, inner involvement, commitment and enjoyment at work.	competencies, coaching skills, how to coach your employees, ambition meeting.
<b>22. Become a certified personal coach</b>	Our coaching certification process confirms your authentic personal coaching education, continuing professional development, and commitment to the highest ethical standards. Our coaching framework will help you to create a brand that builds a trusted image of yourself and will help you enrich your relationships with others, master yourself, unlock your potential, and develop self-esteem.	Authentic personal coaching model, coaching framework, personal brand coach core competencies, coaching skills, how to coach your employees, ambition meeting.
<b>23. Change management; managing high-performance organizational change effectively</b>	This highly interactive training will teach you how to create and sustain an effective high-performance culture based on our effective leadership and a worldwide and Harvard Business School-endorsed holistic change management methodology. Developing ethical leadership, redefining your corporate strategy/ambition, developing an ethical business culture, and strengthening corporate governance. You also will learn how to enhance workforce productivity to meet world-class standards. Our change management system energizes employees and stimulates engagement, commitment, integrity, and passion within the organization. They work smarter and focus on activities that create value for clients.	A shared understanding of what culture is, what is the current reality of your company culture, what must be changed, and how to be changed effectively. • How will executives support the business change or strategy successfully, with new ways of working and organizational culture training. • How to implement and manage organizational change effectively, and what new ways of working are needed. • Teach and practice change leadership and personal skills that make fostering buy-in to change across the organization easier.
<b>24. Enhancing employee engagement and workforce productivity</b>	In this highly interactive training, you will learn how to create an optimal fit between personal and corporate objectives • How to increase employee retention • How to improve individual & corporate performance • How to create and sustain an effective high-performance culture. This will result in increased employee engagement and retention and enhanced workforce productivity based on satisfied workers.	Total Performance Scorecard, personal balanced scorecard, corporate balanced scorecard, aligning personal and corporate scorecard, linking this with effective talent management.
<b>25. Social media marketing</b>	Social media marketing is now one of the most important of the digital marketing channels. This highly interactive training will help you how to plan and manage your communications and marketing through rapidly emerging and influential social networks, including Facebook, Twitter, LinkedIn, and Google. You will get techniques and tools to harness the opportunities provided by best-practice social media marketing and online PR. You will learn how to generate more connections, build customer relationships, and enhance your profits. • Gaining more attention through social media networks. • Plan and manage your communications and marketing through social networks. • How to use social media marketing to increase your online traffic, build your business and develop your personal and corporate brand.	Personal branding • Corporate branding • Social media techniques and tools • Social networks including Facebook, Twitter, LinkedIn, and Google • Build your business with social media • Case studies of businesses that are using social media effectively to build customer communities and manage their online brand.
<b>26. Corporate branding</b>	Branding is more important than marketing and sales. This highly interactive training will help you to create a powerful, authentic, and memorable corporate brand identity that builds a trusted image of your company. You will also learn how to build credibility and a solid corporate reputation • put your company above your competitors • position your company effectively • build a strong reputation, and develop an effective image of your company.	Building and implementing a distinctive and compelling corporate brand. • Corporate branding model • Corporate ambition • Corporate brand • Corporate BSC • Building your business with social media.
<b>27. Implementing and managing Total Quality Management successfully; continuous process improvement</b>	This highly interactive training will help you to • use the tools and techniques in the context of Total Quality Management. • develop your interpersonal communication skills and apply them to all aspects of your work. • effectively working as a team and how to coach teams successfully. • improve the customer orientation of your organization. • execute improvement processes in a multidisciplinary and structured manner to solve organizational problems in a systematic way. • successfully organize the implementation of TQM. • deal with resistance to change.	Defining Total Quality Management • Principles of Total Quality Management • Customer focus • Techniques used in Total Quality Management; Interpersonal communication, Teamwork, Process improvement, Benchmarking, Cause and effect, Measurement, Cost of quality • Implementing Total Quality Management effectively; Principles into Leadership, Commitment and involvement, Organizational culture, Change management • Organization of Total Quality Management
<b>28. Implementing and managing Lean Six Sigma successfully</b>	In this highly interactive training, you will develop the skills you need to eliminate waste and address the primary concerns of manufacturing and service in a more sustainable and humanized way. You can design, implement, and deploy your	Lean Six Sigma concepts and philosophy • Lean Six Sigma metrics • Lean Six Sigma deployment • Lean Six Sigma tools and techniques • Lean Six Sigma certification programs.

<b>and evaluation</b>	performance and creativity. • Achievement of organization goals and strategies. • Improved staff morale. • Performance improvement. • High-performance culture. • Build a climate of openness and trust.	competencies, and performance standards. • Performance interviewing skills • Planning and preparing for the appraisal. • Conducting the appraisal • Identifying training and development needs.
<b>13. Effective teamwork</b>	In this highly interactive training, you will develop the skills you need to work effectively in a team and enhance team performance and creativity. • Conduct effective and productive team meetings • Communicate effectively and share thoughts and share ideas • Resolve conflicts and create buy-in for new ideas • Be an effective team leader • Develop a high team performance	Effective and productive team meetings • Communicating and sharing thoughts & ideas • Leading teams • How to be an effective Team Leader • Creativity Techniques • Decision Making
<b>14. How to conduct effective meetings</b>	Meetings are expensive. This highly interactive will help you organize effective meetings that save time and increase productivity. We'll provide you with tools to measure and continuously improve your meeting process. We will also give you real-life examples, practical methods, exercises and techniques you can put to work immediately. • Conduct productive and effective meetings. • Have effective discussions and make effective decisions. • Reduce much meetings cost.	Tools to measure and continuously improve your meeting process. • Real-life examples, practical methods, exercises, and techniques. • Defining and creating effective meetings • Preparing agendas • People skills • Effective discussions and decisions.
<b>15. Time management</b>	In this highly interactive training, you will learn to be goal-oriented, set priorities, schedule your time more effectively, and stay on track so that you can be more effective and productive. • How to set and accomplish goals. • How to set priorities, schedule your time more effectively, and stay on track. • How to improve concentration and efficiency. • How you can be more effective and productive. • How to create and recharge positive energy.	Personal BSC • Personal time-wasters • Dealing with self-distractions and interruptions • Increasing productivity • Balance life and work
<b>16. Creative problem solving &amp; decision making</b>	In this highly interactive workshop, you will learn how to effectively use various creative problem-solving and decision-making tools and techniques. You will learn to analyze problems, generate creative solutions, and decide which solution most closely matches their needs. You will also develop problem-solving skills. • How to systematically solve problems and decide on appropriate solutions. • Use methods and tools to discover the underlying cause of a problem. • Use creative thinking techniques to generate possible solutions to problems. • Use decision-making techniques. • Create an action plan to implement appropriate solutions.	Creative problem-solving and decision-making tools and techniques. • Methods and tools to discover the underlying cause of a problem. • Creative thinking techniques to generate possible solutions. • Decision-making techniques. • Action plan to implement appropriate solutions.
<b>17. Developing effective communication and interpersonal skills</b>	This highly interactive training will help you develop and cultivate your communication and interpersonal skills in order to achieve success in your business practice and projects. • You will develop your interpersonal and communication skills to ensure clarity and understanding when dealing with others and maximize your business interactions to achieve your goals. • Develop and cultivate your communication and interpersonal skills to achieve success in your business practice and projects.	Communication process • Nonverbal and Verbal Skills • Interpersonal communication • Communication Strategies to Help You Achieve Your Goals • Managing Conflict
<b>18. Effective strategic planning</b>	In this highly interactive training, you will learn how to develop your corporate ambition, objectives, metrics and strategies and implement these effectively to become a high-performance organization. • How to effectively develop your corporate ambition, objectives, metrics, and strategies. • How to become a high-performance organization.	Strategic planning process • Your organizational ambition • SWOT analysis • Defining your competitive advantage • Strategic planning execution.
<b>19. Performance management; Human Performance Management</b>	In this highly interactive training, you will learn how to work in a more result-oriented way with the Balanced Scorecard • Improve customer satisfaction and employee satisfaction • Develop maximum personal growth in your employees • Improved employee performance and bring about the maximum personal development of employees through effective talent development • Reduce costs and waste, and enhance labor productivity • Stimulate greater commitment at work • Achieve breakthrough performance and enjoy work more.	Fundamentals and Concepts of the Corporate Balanced Scorecard and Personal Balanced Scorecard • Continuous personal improvement • Aligning Personal and Corporate Balanced Scorecard • Rollout of the Balanced Scorecard on all organizational levels • Effective Talent Management • Managing Change effectively.
<b>20. Personal leadership branding</b>	In this highly interactive training, you will learn how to build a powerful personal leadership brand, develop credibility, build a solid reputation, enhance your personal performance, position yourself effectively, and put yourself above your competitors. • Implementing a powerful personal & corporate brand • Developing authentic personal leadership • Enhancing your sales performance • Positioning yourself effectively.	Personal & corporate branding, authentic personal leadership, developing your vision, developing your personal BSC, implementing your brand, developing personal integrity, aligning your personal brand with your corporate brand, becoming a personal brand coach, and social media marketing.
<b>21. Leadership coaching</b>	In this highly interactive training, you will learn how to become an effective leadership coach, enhance your personal	Authentic personal branding model, coaching framework, personal brand coach core

**Our Corporate Ambition**

**Mission**  
We are devoted and committed to serving individuals and organizations to help achieve their full creative potential.

**Vision**  
We will accomplish our mission by:

- Consistently maintaining the highest ethical principles and providing excellence in innovation, business management, leadership, corporate governance, design engineering, personal & corporate branding, and change management that exceed our customers' expectations.
- 
- Earning the loyalty of employees, customers, and the community by fostering genuine relationships with them and providing services with a higher perceived value to our target market than any of our competitors.
- Creating and maintaining a professional, innovative environment that fosters the confidence of our employees.
- Fostering a mutually supportive, inspiring, and learning environment within our organization where the human spirit thrives, and which model the best practices in human performance, total quality, and creativity.

**Core Values**  
We are guided by the following core values:  
*Integrity:* We are always honest, trustworthy, confidential, fair, and respectful in everything we do, and we apply these attributes in our daily personal and professional endeavors.  
*Commitment:* We are committed to providing increased value to our customers, developing the full potential of our employees, and giving back to the community we live in for the benefits we have received.  
*Accountability:* We are responsible for our actions and their results and are accountable to our employees, customers, shareholders, and community.  
*Passion:* We are passionate in everything we do, thoroughly enjoy our work, do the right things right, and always act and serve out of love.

Our core activities differentiate us from others.

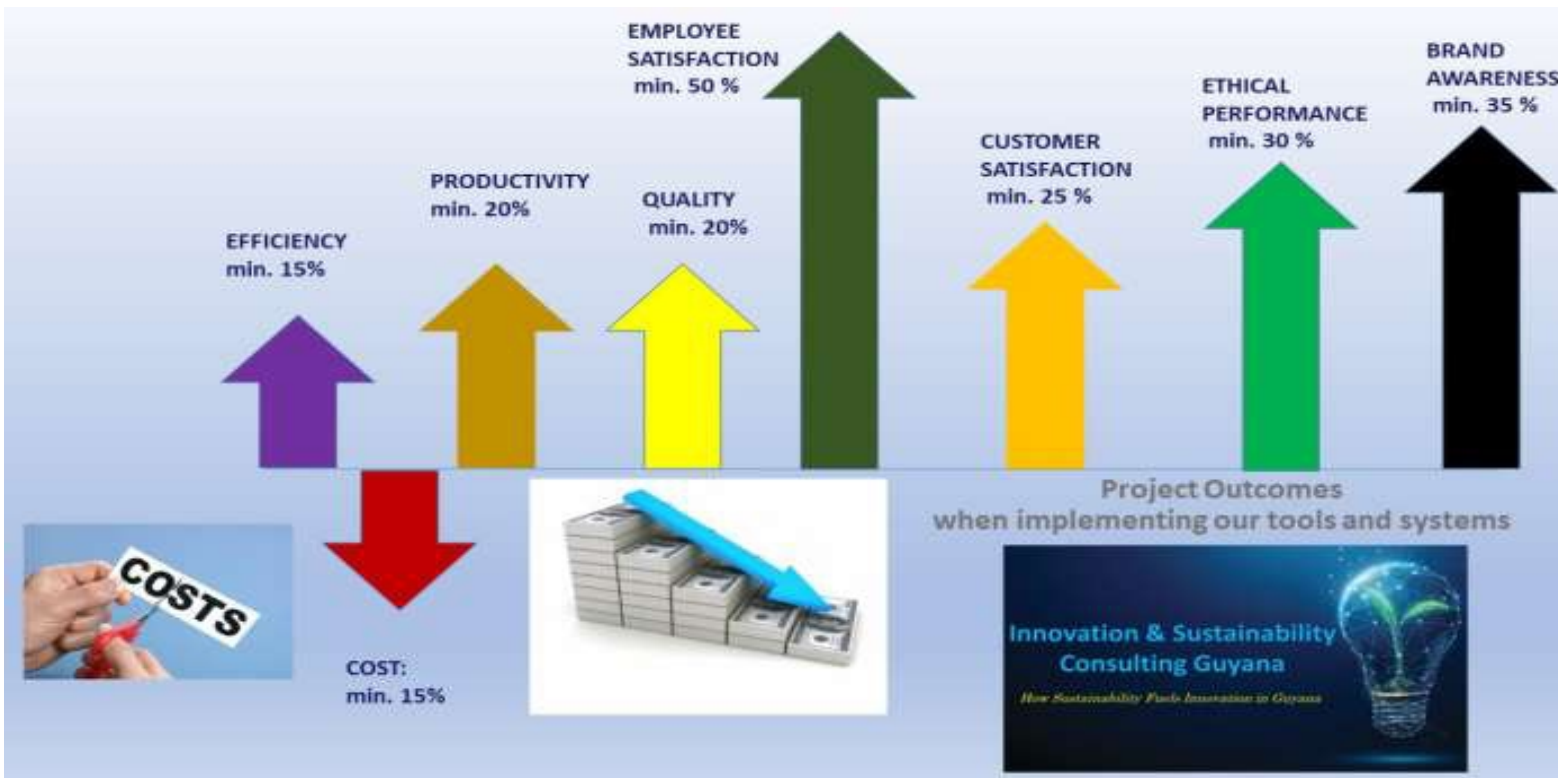
**Our Core Activities**

**Training**  
We offer unique and worldclass innovation, design thinking, corporate governance, performance management, talent management, change management, project management, branding and process management training programs and workshops to support our core activities.

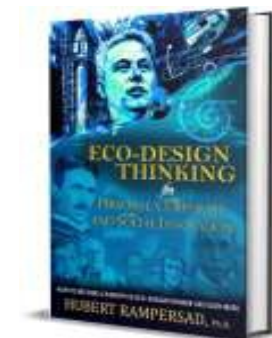
**Consulting**  
Advising and implementing solutions for complex management issues based on our unique innovation management, branding, and leadership concepts. Sustainable personal and organizational change and business process reengineering play here a central role.

**Coaching**  
We coach executives to develop their personal leadership skills based on our breakthrough [personal BSC](#) coaching concept. We help them be more proactive, self-conscious, action orientated, and smarter. This program focuses on leaders who want to improve their effectiveness; improve employee performance; enhance employee engagement; empower their employees and team members; create trust and a real learning organization; increase employees' self-responsibility and a happy workforce; and ultimately, enhance sustainable organizational effectiveness.

We transform companies based on our services by guiding them through the entire improvement process, from start to finish, with comprehensive technical support. First, we assess our customer's strategic business goals and understand their organizational structure and culture. Then, we customize an improvement program that focuses on top priorities to ensure their business and financial success; after assessment, we completely customize our services to maximize productivity and meet customers' needs.



**Our Tailor-Made Consulting and Training Programs are based on our bestselling books published in many languages**



**Eco-Design Thinking for Personal, Corporate and Social Innovation**

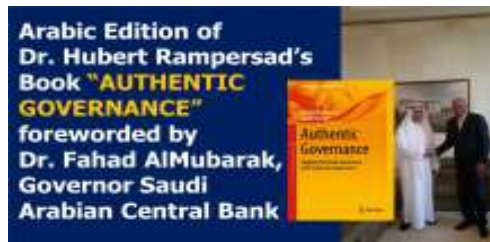
In today's complex world, sustainable innovation is crucial. Traditional innovation approaches are inadequate because they lack a holistic approach. We must adopt a new design method to innovate wisely that is better suited for generative AI for designing a more sustainable world. This method should prioritize creating intelligent, resilient, empathetic, and honest designers. To achieve this goal, we have introduced eco-design thinking. This new book presents an eco-design thinking model for designing innovative products and services that consider all aspects of life.

**Sustainable Corporate Governance**

Sustainable corporate governance starts with ethical leadership development, based on self-reflection and embedding personal values in the mind of the leaders and employees, and coaching them to reflect on these values honestly and continuously. This should be a way of life and an ongoing effort. In this way, good governance will be sustainable and characterized by trust, credibility, transparency, honesty, responsibility, and a continuous learning process, embedded in a high-performance ethical culture. This cultural shift will have a positive impact throughout society.

**Foreword by His Excellency Dr. Fahad AlMubarak, Governor Saudi Arabian Monetary Agency**

*This excellent book addresses the catastrophic ethical failures in many companies of the past few years, including banks. We need a humanized and sustainable approach to corporate governance that places more emphasis on personal integrity. The ability to look at oneself honestly and openly is the most powerful and important skill in personal and corporate governance'. Good corporate governance is all about intellectual honesty and ethical values in compliance with the relevant set of rules and regulations. The book takes the reader in detail through how to clearly structure corporate governance effectively and in a sustainable way. This important book should be required reading for leaders, senior management and employees of banks and other financial institutions globally.*



**Total Performance Scorecard (Change Management)**

Total Performance Scorecard is an "inside out" approach that uses the essence of individual identity as a starting point to achieve sustainable organisational change and allow the perfect alignment of personal and corporate ambitions.

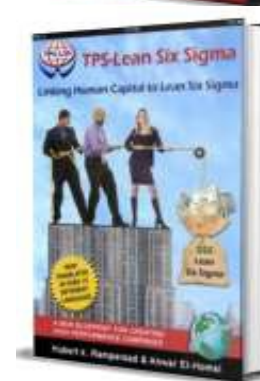
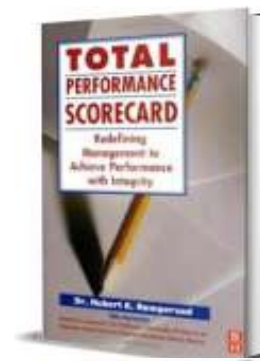
	mission, core values, and corporate governance code of ethics.	strengthen corporate governance. • Managing conflicts effectively. • Aligning the family corporate goals with the goals of the siblings.
<b>4. Authentic governance; Sustainable corporate governance</b>	How to create conditions for sustainable corporate governance. • How to create a high-performance culture in which personal integrity and business ethics are a way of life. • How to develop ethical personal leadership and a highly engaged workforce based on high ethical standards. • Developing and implementing authentic personal governance and corporate governance effectively. • Strengthening your current Code of Corporate Governance. • Creating conditions for sustainable corporate governance. • Developing a culture in which personal integrity and business ethics is a way of life.	Authentic Governance Model, Authentic Personal Governance, Personal Ambition, Personal Balanced Scorecard, How to develop ethical personal leadership, How to develop personal integrity, Authentic Corporate Governance, Corporate Ambition, Corporate Balanced Scorecard, Corporate Governance, Develop and implement your Code of Corporate Governance effectively, How to develop employee engagement.
<b>5. Managing your costs effectively</b>	In this highly interactive training, you will learn how to identify the various costs associated with your work, determine how to calculate costs, and how to manage costs related to your work effectively. • Learn how to identify the various costs associated with your work. • Determine how to calculate costs. • Learn how to manage costs related to your work effectively.	Identifying the various costs associated with your work • How to calculate costs • How to manage costs
<b>6. Effective sales management</b>	In this highly interactive training, you will learn to enhance your sales performance and become a more effective sales manager. • How to develop your sales skills. • How to enhance your sales performance. • How to become a more effective sales manager.	Sales environment • Effective sales management • Best practices in sales skills • Team-building • Creative decision-making and problem-solving techniques
<b>7. Effective marketing management</b>	In this highly interactive training, you will learn the fundamentals behind successful marketing and learn how to develop the skills and techniques necessary to become a successful marketer. • How to develop an effective marketing plan. • How to apply marketing principles and practices successfully. • How to create customer value, satisfaction and loyalty.	The role of marketing • Marketing skills, tools, and techniques to identify, evaluate and solve marketing problems. • Marketing plan. • Creative ways to apply marketing principles and practices. • Components of the marketing mix. • Creating customer value, satisfaction, and loyalty.
<b>8. Customer service excellence</b>	In this highly interactive training, you will develop the skills you need to enhance customer relationships and secure competitive advantage through customer service excellence. • Increase customer satisfaction. • Know your customers. • Increase your credibility with customers	• Customer service. • Customer satisfaction. • Managing customer expectations. • Responding effectively to specific customer behaviors. • Creating customer loyalty.
<b>9. Effective Project Management</b>	Project management is critical to the success of every organization. Industry research indicates that 74% of all projects are over budget or are late. And 28% of these projects fail altogether. Project managers face constant pressure to cut costs, implement projects quickly, and deliver high quality. Without thoughtful planning, execution and monitoring of efforts, organizations will lose business to those that effectively manage their projects. This highly interactive training is designed to help project managers and project members who need project management skills and techniques to execute their projects successfully. Project managers and project leaders will be energized by this practical and interactive course to manage their projects and their project members effectively. • Provide project managers, project leaders, and project members with the relevant skills to execute their projects successfully. • Provide them tools and techniques to manage their projects and their project members effectively.	Defining project scope • Understanding the difficulties inherent in project management • Defining project parameters • Project Players • Project Manager's Role • Project Charter • Risk management • Project Phases and Life Cycle • Project Planning • Work Breakdown Structure • Project Reporting (Communications) • Monitoring the project's progress • Demonstrating leadership and communicating effectively to motivate those involved • Tracking the project's progress and identifying departures from initial goals
<b>10. People management</b>	This training will provide managers with the relevant skills to motivate staff and get the best out of their people. Managers will be energized by this practical and interactive course that will develop their people management skills. Each delegate will have the chance to develop their skills. Delegates will also have the opportunity to reflect on their team and how they can implement the material covered in their management role and create a climate of trust, harmony, passion, integrity and performance within the company.	The Management Role • Getting the Best Out of People • Goal and Objective Setting • Overcoming Delegation Problems • Staff Motivating and Performance • Communicating to the Team • Giving Individual Feedback • Managing Effective Team Meetings • Monitoring and Controlling Staff Performance • Conducting Appraisals Successfully • Successful Coaching.
<b>11. Human resource management &amp; effective talent management</b>	In this highly interactive training, you will learn what HR's role is as a vital contributor to your organization's success and develop strategies to attract and retain top talent. You will also analyze HR issues and learn about the characteristics of an effective compensation system for your organization. You will also learn about career development, succession planning, employee retention strategies, and employee development.	Role of HR • HR Function • Employment Process • Compensation • Performance Management • Benefits • Organizational and Employee Development
<b>12. Effective performance appraisal</b>	In this highly interactive training, you will develop the skills you need to work effectively in a team and enhance team	Performance management • How to formulate goals/objectives, key performance indicators,

programs for this sector to facilitate the Ministry of Labour. Based on our impressive training programs you will develop the skills needed to confidently complete your tasks in the oil & gas industry and excel in your career in this industry.

Our unique, practical, didactical, and highly interactive in-company training programmes can be delivered at your office or at a location chosen by you and on dates of your choice. The courses will be tailored for your organization and can be 1-day, 2-days, 3-days, 4-days or even 6 months. All participants will receive a certificate of attendance. The fees of our in-company courses depend on the total volume of training you book and on the number of delegates per course. High quality training needs high quality trainers. Our trainers are highly skilled passionate management and oil & gas experts and bestselling authors, with at least 20 years of experience in this field, with at least a BSc, MSc or PhD degree from leading accredited universities in USA and Europe.

OUR 30 IN-COMPANY TRAINING PROGRAMS FOR MIDDLE & OPERATIONAL MANAGERS AND EMPLOYEES		
1. Developing visionary leadership	13. Effective teamwork	25. Social media marketing
2. Leadership skills for managers and supervisors	14. How to conduct effective meetings	26. Corporate branding
3. How to enhance the performance and continuity of family businesses	15. Time management	27. Implementing and managing Total Quality Management successfully; continuous process improvement
4. Authentic governance; Sustainable corporate governance	16. Creative problem-solving & decision making	28. Implementing and managing Lean Six Sigma successfully
5. Managing your costs effectively	17. Developing effective communication and interpersonal skills	29. Human Lean Six Sigma Green Belt, Black Belt, and Master Black Belt Certification
6. Effective sales management	18. Effective strategic planning	30. Developing female entrepreneurial leadership
7. Effective marketing management	19. Performance management/ Human performance management	31. Innovation management
8. Customer service excellence	20. Personal leadership branding	32. Design Thinking
9. Effective Project Management	21. Leadership coaching	33. Innovation leadership
10. People management	22. Become a certified personal coach	34. Innovative entrepreneurship
11. Human resource management & effective talent management	23. Change management; managing high-performance organizational change effectively	35. Diversity & inclusion
12. Effective performance appraisal and evaluation	24. Enhancing employee engagement and workforce productivity	

COURSE DESCRIPTION		
TRAINING	LEARNING OBJECTIVES	TOPICS COVERED IN THIS TRAINING
<b>1. Developing visionary leadership</b>	This highly interactive training will help you develop and cultivate your leadership skills and overcome weaknesses. You'll build trust, inspire commitment, conquer challenges, persuade others to commit to your ideas, inspire top performance from your team, avoid missteps on your way up and become an authentic and visionary leader. Build an executive leadership style that creates trust, sets a clear vision, and guides your entire team toward greater performance and profit. Gain insights into the key executive leadership skills and techniques you need to create a winning strategy.	Exploring the fundamental concepts of executive leadership • The model of effective executive leadership • Identifying the executive leadership requirements for the 21st century • Defining your Executive Leadership Development Plan • How to align your personal vision with your organizational vision • Developing your leadership style to gain commitment from your employees • Matching your leadership style to your employees' developmental needs, etc.
<b>2. Leadership skills for managers and supervisors</b>	In this highly interactive training, supervisors will develop their leadership skills to keep up with evolving management roles and responsibilities. Develop personal effectiveness and empower your employees. • Become an effective coach • Develop interpersonal skills that help you develop teamwork and enhance team performance. • Become more effective at influencing others. • Accomplish goals. • Hold performance discussions that result in changed behavior and enhanced productivity.	How to develop personal effectiveness • How to empower your employees • How to build credibility and trust • Develop effective coaching skills • Decision-making tools for effective leadership • How to apply problem-solving techniques to solve actual problems • How to develop team building.
<b>3. How to enhance the performance and continuity of family businesses</b>	How to manage family businesses effectively in a professional and result-oriented way. • How to enhance the competitiveness of family businesses in a sustainable way by putting employees first, customers second and shareholders third. • How to create a climate of trust, harmony, peace, love, passion, integrity, and performance within family companies. • How to effectively transfer leadership of a family business from one generation to the next. • How to empower the next generation effectively to carry things forward successfully. • How to draft a successful family charter that sets out the family's vision, mission, core values, and ethics and aligns this with the family business's vision,	Create a climate of trust, harmony, peace, passion, integrity, and performance within family companies. • Transfer of family business leadership from one generation to the next effectively. • Prevent a crisis of succession. • Empower the next generation effectively to carry things forward successfully. • Draft a successful family charter that sets out the family's vision, mission, core values, and ethics and aligns this with the family business's vision, mission, core values, and corporate governance code of ethics. • Develop entrepreneurial leadership skills. • Develop an ethical business culture and



Using this new approach, you will create an environment free of fear where compromise, loyalty, and smart work become integral employee behaviors resulting in personal and organizational success. It maximizes personal development and individual capabilities in order to achieve the required organization performance.

**Personal Balanced Scorecard (Developing Personal Effectiveness)**

Based on our Personal Balanced Scorecard approach, you can improve your personal effectiveness and discover your subconscious motives, handle inner conflicts in a better way, create positive energy, think and act more proactively and enlarge the boundaries of your performance. This unique method leads to continuous development and use of one's talents, greater awareness of one's responsibilities and self-discipline, and development of one's ethical behaviours. It brings an inspirational and self-awareness learning process that measurably, concretely, and routinely improves personal effectiveness, and reinforces work/life balance.

**Authentic Personal Branding**

We also offer an advanced breakthrough formula to build, implement, maintain, and cultivate an authentic and distinctive personal brand, which forms the key to enduring personal and business success. This new blueprint entails a systematic and integrated journey toward self-awareness, happiness, and enduring marketing success. If you are branded in this holistic way, you will automatically attract success and the people and opportunities that perfectly fit you. Our organic, holistic, and authentic personal branding approach will help you unlock your potential and build a self-image that you will want to project in everything you do. You will become a personal leadership brand in harmony with your dreams, life purpose, values, passion, uniqueness, genius, and things you love doing. Personal leadership branding is the positioning strategy behind the world's most successful people. It's therefore important to be your own brand and to become the CEO of your life. Building an authentic personal brand is an evolutionary and organic process and a journey toward a successful life. Your personal brand should emerge from your search for your identity and meaning in life, and it is about getting very clear on what you want, fixing it in your mind, giving it all your positive energy, doing what you love, and developing yourself continuously. By aligning and synchronizing your employees' personal brand with your company's corporate brand, you will achieve the 'best fit' between your employee and your company. This approach will create a highly engaged and happy workforce and build a strong foundation of peace and stability upon which creativity and growth will flourish.

**Total Quality Management**

Globalization has changed the way our customers conduct business. Today's competitive environment leaves no room for error. This is why Total Quality Management (TQM) has become a part of our culture. It is a disciplined way of life within the entire organization whereby continuous process and personal improvement is central. This concept emphasizes the mobilization of the entire organization to satisfy the needs of the customer continuously. It is an exciting journey of self-discovery, action, improvement, and change. We will guide you on that never-ending journey. By systematically and routinely working according to the TQM philosophy in everything you do within your organization, you can add increased value for internal and external customers and continually satisfy them.

**TPS - Lean Six Sigma**

TPS - Lean Six Sigma helps any organization boost financial performance by assessing, managing, and improving the business processes in an integrated and humanized way. We show you how to implement this method and reduce process variation in everything you do. By reducing variation, your organization can significantly reduce costs, improve cycle times, eliminate customer complaints, and drastically improve your corporate bottom line. This powerful program will provide participants with the proven TPS-Lean Six Sigma tools and techniques, plus practical experience to catapult their organization toward "World Class" status. Many companies around the world are adopting the Lean Six Sigma Methodology to increase quality, reduce cost and increase customer service.

All our other books: <https://tpsint.wixsite.com/tpsi/clients>

**TRAINING CALENDAR 2023**

Guyana, in its rapid march towards development, is facing a concerning shortage of skilled, semi-skilled, and unskilled labour, impacting the oil & gas sector. To combat this issue, ISCG has developed many practical skills training