

TESSERA CONSULTING PRACTICE

KNOW. LEARN. APPLY.

CAN YOU SEE THE ROAD AHEAD?



In today's uncertain business climate, seeing the road ahead and accurately predicting the future value of decisions made today will make or break some companies. Your human resources, when performing to their highest potential, can help you navigate an uncertain path. Tessera consulting practice is uniquely positioned to help by providing your organization with the stimulus to expand ideas, strategic thinking, innovation, and optimize organizational performance through specific and tailored interventions to include:

- Top Management Profiling and Psychometric Assessment
- Coaching and Management Development
- Customized Learning Programs
- Organizational Development

Capable, Responsive and Agile! — If this describes your organizations desired state, then contact the Tessera Consulting Practice and let us help you build the capability to see the road ahead.

CUSTOMIZED PROGRAMS

WE OFFER CUSTOMIZED, WORLD CLASS, CLIENT SPECIFIC PROGRAMS THAT ARE LOCALLY RELEVANT WITH MEASURABLE IMPACT.

OUR SET UP:

In partnership with well known UK based firm, FXL, Tessera Flex Learning & Development adds value to our clients by facilitating personal and organizational development. Our objective is to deliver tangible, measurable results in our clients' businesses through Training, Facilitation, Coaching and Consulting.

FXL is a global leader in the provision of Business Management Training to large regional and multi-national corporations. They

are established in 1989 and key clients include Unilever, Reckitt Benckiser, Heinz, Cadbury Trebor Bassett and PepsiCo. FXL is passionate about measuring the impact and benefits of the work they do with their clients.

We work with a combination of UK trainers and coaches as well as Dubai based business leaders, trainers and coaches, dependent on our clients' needs.

SOME OF OUR OFFERINGS AND SERVICES:

CUSTOMER MANAGEMENT

- The Business Interview – Managing the One to One Selling Meeting with the Buyer
- Business Development Meeting – The Annual Group to Group Meeting between Supplier and Retailer/Distributor
- Distributor Management
- Dealing with the Modern Trade
- Key Account Planning that will engage and enroll the Customer
- Cross Functional Working
- Business Negotiation
- Sales force Profiling
- Organization Development and Structure
- Customer Interviews on supplier perception
- Role of Customer Marketing
- Field Sales Capability Development
- Line Management Coaching in Sales
- International Customer Management
- The Power of E Learning
- Customer Management Tools
- Financial Impact of your decisions
- Thinking with numbers
- Business Simulation Games
- Facilitate Joint Projects, Initiatives and meetings with major Customer
- Sales and Marketing Conferences

LINE MANAGEMENT:

- Role of the Line Manager tomorrow
- Recruitment and Selection
- Leadership Survey and Self Assessment
- Team Values and Behaviors'
- Motivating your Team
- Performance Management
- Delegation
- Personal Effectiveness
- Workplace feedback
- Mentoring
- Executive Coaching
- Authority
- Decision making
- Relationship Management
- Measuring the impact of Learning and Development
- Integrating a new business into learning and development
- Career Development Planning

EXECUTIVE PROGRAMS & INDIVIDUAL COACHING:

We design and deliver customized modular programs with individual one-to-one coaching support in between the different sessions. Most clients like a focus in particular around soft skills and we suggest the following areas of emphasis

- Leadership styles
- Interpersonal relationships
- managing performance
- managing conflict