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Tollfree
+971 800 Bb World
2296753

www.Bbusinesss.com | info@Bbusinesss.com

EXECUTIVE SUMMARY

Strategic Objective

The program supports the organization's long-term strategic priorities by building a sustainable leadership pipeline, fostering a unified leadership culture, and strengthening performance across all levels of the business.

Through a structured, multi-phase development journey, from defining needs to post-program review participants will grow across five essential leadership pillars: Managing Self, Managing Others, Managing Operations, Managing Innovation, and Managing the Business.

The program combines robust assessment, customized learning experiences, coaching, and practical assignments to ensure behavioral change and real-world application.

It also aligns with the organization's talent development strategy, enabling better succession planning, increased engagement, and future-ready leadership.

Program Mandate

Mandate 1

Proactively recognize high-potential corporate employees and equip them with the capabilities required to lead effectively at various organizational levels.

Mandate 2

Address current and anticipated leadership competency gaps by delivering targeted development aligned with strategic business needs.

Mandate 3

Establish a consistent set of leadership expectations, behaviors, and practices across the organization, aligned with its values and culture.

Mandate 4

Align leadership development with the company's strategic goals to ensure leaders are capable of driving performance, managing change, and leading teams through complexity.

Mandate 5

Offer clear leadership career pathways and development opportunities that increase motivation, loyalty, and retention among high-performing talent.

BB Strategic Approach

The Leadership Development Program adopts a strategic and phased approach to building a future-ready leadership pipeline. Rooted in business priorities, the program begins with a thorough needs definition phase to align leadership development efforts with organizational goals, talent challenges, and competency gaps.

Business Impact

By preparing corporate employees to step into or grow within leadership roles, the program directly supports the organization's succession planning efforts, drives internal mobility, and strengthens its ability to execute strategy at all levels.

PROJECT SUCCESS JOURNEY

Evaluate effectiveness and outcome using quantitative measures

Reinforce the solution:

- Post implementation exercise
- Different coaching setups
- Creating action plans

Implementing the agreed upon solution, with sufficient room for application and practice



Assess business context and identify gaps utilizing:

- Interviews
- Surveys
- Questionnaires
- Data analysis

Evaluate target audience competencies and performance root cause through:

- Psychometric tools
- Behavioral assessments

Develop solution based on analysis, with clear objectives, and utilizing the appropriate methodology

Align on roles, expectations, and commitment with key stakeholders

Rooted in objectivity and insight, this phase uses scientific tools and behavioral observations to uncover each participant's current leadership capabilities, readiness, and potential. The diagnosis phase builds the foundation for a customized and impactful development journey.

Based on the insights from the diagnosis phase, each participant is enrolled in a customized leadership development track built around five core development pillars, covering everything from leading oneself to influencing business outcomes at a strategic level.

The Leadership Development Program is intentionally designed to elevate leadership capacity across the organization. It is not built randomly or generically, rather, it is strategically structured around a clearly defined competency framework and grouped into five development pillars that reflect the key dimensions of effective leadership.

Competency-Based Approach

At the heart of this program lies a competency framework, a blueprint of the behaviors, skills, and mindset that leaders must demonstrate to succeed in their roles and contribute to the organization's future.

These competencies have been carefully selected based on:

- The realities of today's fast-evolving business environment
- The expectations and responsibilities of leadership roles
- The values, culture, and future direction of the organization

Development Pillars

This design ensures that every element of the leadership journey is purposeful, context-driven, and tailored to create measurable impact, both for the leader and the business.

1. Managing Self

Focuses on personal mastery and emotional intelligence.

2. Managing Others

Builds interpersonal skills, teamwork, and influence.

3. Managing Operations

Equips graduates to execute effectively and efficiently.

4. Managing Innovation

Encourages creative problem-solving and continuous improvement.

5. Managing the Business

Develops business acumen and strategic thinking.

Each pillar represents a vital dimension of effective leadership. Together, they form a cohesive and comprehensive development journey – guiding participants from self-mastery to leading others, driving operational excellence, fostering innovation, and making strategic business impact.

Development pillar	Targeted Competencies	Competency Description
Managing Self	Emotional Intelligence	The ability to recognize, understand, and manage one's own emotions as well as the emotions of others to build trust, empathy, and effective relationships.
	Driving Persistence	The capacity to maintain motivation, focus, and resilience in the face of challenges and setbacks, while inspiring others to stay committed to long-term goals.
Development pillar	Targeted Competencies	Competency Description
Managing Others	People Enablement	The ability to empower, develop, and support individuals and teams to perform at their full potential through coaching, feedback, and clear expectations.
	Reciprocal Communication	The ability to facilitate open, respectful, and two-way communication that encourages dialogue, active listening, and mutual understanding.
Development pillar	Targeted Competencies	Competency Description
Managing Operations	Directional Clarity	The ability to set clear goals, define priorities, and align teams around a shared purpose and vision to drive coordinated execution.
	Driving Persistence	Supporting consistent performance and follow-through within teams by modeling and fostering perseverance and determination.

Each pillar represents a vital dimension of effective leadership. Together, they form a cohesive and comprehensive development journey – guiding participants from self-mastery to leading others, driving operational excellence, fostering innovation, and making strategic business impact.

Development pillar	Targeted Competencies	Competency Description
Managing Innovation	Creative Assimilation	The ability to absorb diverse ideas, connect unconventional insights, and generate innovative solutions that add value.
	Contextual Thinking	The skill to interpret dynamic environments, connect trends, and make decisions that are relevant to the larger organizational and market context.
Development pillar	Targeted Competencies	Competency Description
Managing the Business (Business Acumen)	Contextual Thinking	Making strategic decisions by understanding interdependencies, market conditions, and organizational dynamics.
	Directional Clarity	Driving alignment and strategy execution by defining clear business goals, roles, and performance metrics.
	Change Orchestration	Leading people, processes, and systems through transition by managing resistance, engaging stakeholders, and sustaining momentum.

The Implementation Phase is where the leadership development program moves from design to delivery. It involves the actual execution of the learning journey – including workshops, simulations, coaching sessions, assignments, and digital modules.

This phase is focused on translating insights into action and ensuring participants build tangible leadership skills aligned with the program's competency framework. It promotes experiential learning, peer engagement, reflection, and behavior change – all in alignment with the organization's leadership vision

Flexibility and Customization

The implementation is highly flexible and adaptive, allowing for seamless customization of content, methods, and delivery formats to meet specific organizational and individual needs.

The program is fully customizable based on:

- Assessment Results from the Diagnosis Phase
- Leadership Levels and Participant Profiles
- Organizational Strategy, Culture, and Priorities
- Learning Preferences and Logistics
- Business-Specific Use Cases and Case Studies

Thematic Learning Structure

To enhance clarity and progression, the learning journey is clustered into two phases:

● Phase One: Core Topics

These foundational topics are **essential** for all participants, regardless of level or role. They are directly linked to the core leadership competencies.

● Phase Two: Elective Topics

These topics are **selected based on the identified needs** from the assessment phase and may vary by cohort or organizational priority.

The clustering of topics between core and elective is not fixed. It is subject to change based on the specific leadership gaps and development goals revealed during the diagnosis phase.

Pointing System

To ensure structure, flexibility, and strategic alignment, each topic in the leadership development program is assigned a point value based on its format, depth, and developmental impact. The total number of points selected can be customized based on program duration, participant level, and organizational needs.

0.5
Point



0.5 Point – Elective Topics (Based on Needs)

- These are **targeted, need-based sessions** selected based on the outcomes of the Diagnosis Phase.
- They typically cover **niche competencies** or specialized skills and may vary by cohort or business unit.

1
Point



1 Point – Core Topics (Conventional Training)

- These are foundational leadership skills delivered through instructor-led, classroom-style or virtual training sessions.
- They focus on **single competencies** and are considered essential for all participants.

2
Points



2 Points – Comex Learning Topics (Integrated Competency Training)

- These sessions use the **Comex learning approach**, blending storytelling, character-driven scenarios, and experiential reflection.
- Each topic is designed to **combine multiple competencies** into one powerful, immersive learning experience.

3
Points



3 Points – Simulation-Based Training

- Simulations provide an intensive, hands-on learning experience that immerses participants in realistic business or team scenarios.
- These sessions combine **multiple leadership pillars and competencies**, strengthening application, decision-making, and collaboration under pressure.

DEVELOPMENT PROGRAM JOURNEY

Development pillar	Program Topics	Points
MANAGING SELF	Emotional Intelligence Personal Branding The Cave (Well-being & Emotional Intelligence Simulation)	1 0.5 2
MANAGING OTHERS	Leadership Code Effective Coaching Conflict Management Delegation Practices Stakeholder Management Storytelling & Presentation Strategies SIMTeam (Collaboration Simulation) Leadership Inside Out (Leading & Influence Program) Code 08 (Coaching & Feedback Simulation)	1 1 0.5 0.5 0.5 0.5 3 2 2
MANAGING OPERATION	Driving Business Through Performance Data-Driven Decision Making Project & Time Management Risk Management Adopting a Digital Mindset	1 0.5 1 0.5 0.5
MANAGING INNOVATION	Design Thinking for Leaders Leading Change & Transformation AI for Business Zigzag Land (Innovation Simulation)	1 1 0.5 2
MANAGING THE BUSINESS	Strategic Thinking & Planning Financial Acumen for Non-Financial Leaders Managing 3 (Business Simulation for Results-Based Leadership) The Compass (Strategic Thinking & Business Simulation)	1 0.5 3 2

VISUAL BADGE & CERTIFICATE SYSTEM

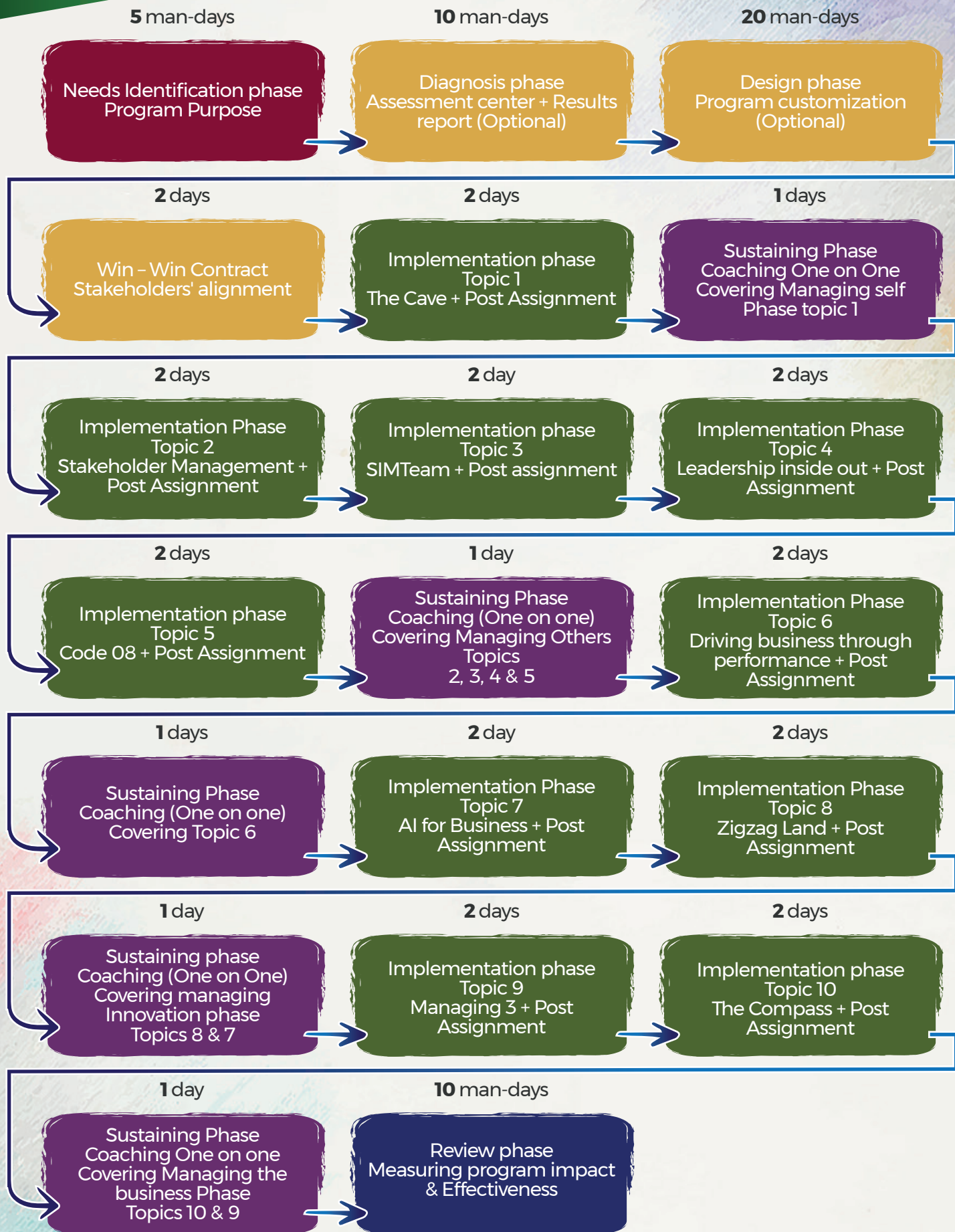
Visual Badge & Certificate System to represent different tiers of leadership development completion in your program. These can be used on certificates, leader dashboards, internal communications, or digital learning platforms.



Tier	Badge Name	Point Range	Meaning / Message
Tier 1	Emerging Leader	8-10 Points	"You've built a strong foundation and are on your path to leadership excellence."
Tier 2	Qualified Leader	12-15 Points	"You've achieved core leadership mastery and demonstrated practical application."
Tier 3	Advanced Leader	16-20+ Points	"You are a high-impact leader with integrated skills and strategic foresight."

DEVELOPMENT PROGRAM JOURNEY

SAMPLE LEADERSHIP DEVELOPMENT JOURNEY



PERCENTAGE FOR EACH DEVELOPMENT PILLAR

Development pillar	Topics	Points
Managing Self	The Cave	2 Points
Managing Others	Stakeholder Management (0.5) SIMTeam (3) Leadership Inside Out (2) Code 0.8 (2)	7.5 Points
Managing Operations	Driving Business Through Performance	1 Point
Managing Innovation	AI for Business (0.5) Zigzag Land (2)	2.5 Points
Managing the Business	Managing 3 (3) The Compass (2)	5 Points

Development pillar	Points	% of Total (18 pts)
Managing Self	2	11.1%
Managing Others	7.5	41.7%
Managing Operations	1	5.6%
Managing Innovation	2.5	13.9%
Managing the Business	5	27.8%

Managing Others receives the most focus, appropriate if the goal is to strengthen interpersonal and leadership influence.

Managing the Business has strong coverage, supporting strategic capability.