IMPROVA

TAILOR MADE IMPROVEMENT

JOURNEY TO EXCELLENCE

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ABOUT US

atd
Association for Talent Development

We are;
Established in **2002**
Operating in **6 Countries**
Have **2 ATD** Excellence in Business Awards
And **1 Stevie** Gold Award
Previously led **multinational** organizations
Serving **various sectors**, including
Aviation, Manufacturing,
Finance, Insurance
Retail, Telecom
& Pharma

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OUR DIFFERENCES

24
YEARS

250
CLIENTS

3
AWARDS

measurable business and behavioural outcomes.

real-life experiences.

actionable solutions on **4-pillar** / **40-steps** methodology.

experienced diverse **professionals**.

21% better annual performance.

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OUR CLIENTELE

Aviation

GE Aviation
PEGASUS AIRLINES
TURKISH AIRLINES

Finance

BNP PARIBAS
Emirates NBD
QNB
UniCredit

FMCG

Barilla
BRITISH AMERICAN TOBACCO
Coca-Cola
L'ORÉAL

Manufacturing & Sales

BOSCH
bp
Ford
GOODYEAR
SIEMENS

Consultancy

KPMG
pwc

Insurance

AIG
Cigna.
ERGO
EUREKO
ZURICH

Pharmaceuticals

abbvie
INTENDIS
MSD
novo nordisk®

IT & Telecommunications

Nokia Siemens Networks
TURKCELL
UNIVERIS.
vodafone

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WE BELIEVE THAT

Organizations do not **change** unless **people** change,

The crowd follows the preacher,

Change must start from the **Leaders!**

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THE LEADERSHIP REALITY

71% of leaders report significantly higher stress since stepping into their current role, *DDI Global Leadership Forecast 2025*

44% of managers worldwide say they have received management training. *Gallup, State of the Global Workplace 2025*

40% of leaders experiencing increased stress have considered leaving leadership roles to improve their wellbeing. *DDI Global Leadership Forecast 2025*

49% of Learning & Talent Development professionals say their executives are concerned that employees don't have the skills needed to execute business strategy. *LinkedIn Workplace Learning Report 2025*

30% of leaders say they have enough time to fulfil their responsibilities. DDI Global Leadership Forecast *2025*

21% of employees are engaged, globally costing US@438 billion. *Gallup 2025*

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JOURNEY LEADERSHIP DEVELOPMENT

01 JOURNEY is our two-time ATD Excellence in Business and one-time Stevie Gold awarded approach to Leadership Development. It is built around your strategy, leadership population and context.

02 JOURNEY is unique because it is fully measurable; it increases business performance, boosts employee motivation, and disrupts comfort zones.

03 JOURNEY views learning not as a one-time event but as a whole process with assignments, coaching, projects, follow-up and peer learning, empowering success.

04 JOURNEY is led by seasoned professionals with decades of business experience who were in your shoes, led teams, faced similar challenges, made similar mistakes and found effective solutions.

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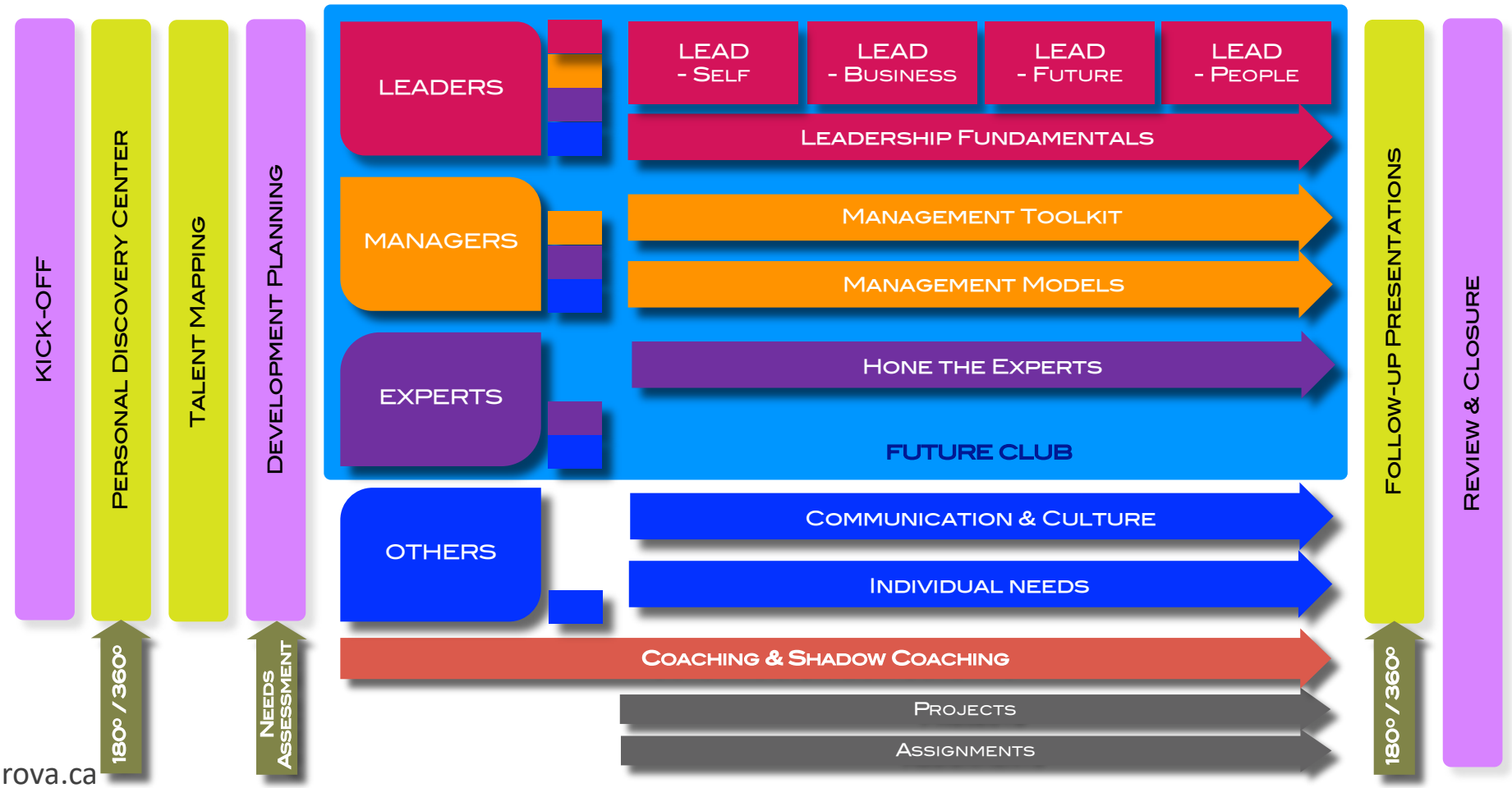
JOURNEY STRUCTURE



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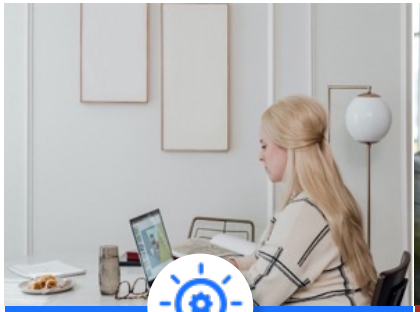
JOURNEY
SAMPLE CONTENT



Leadership Fundamentals

Visionary Leadership
Strategic Thinking
Leading Change
Trust & Role Modelling

Management Toolkit

Motivation
Feedback
Performance Management
Prioritization

Leadership Models

Dynamic Leadership
Leaders As Coaches
Delegation
Micromanagement

Communication

Influence & Presence
Networking
Difficult Conversations
Negotiation

Team

Team Building
Conflict Resolution
Problem-Solving
Decision Making

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SAMPLE PRACTICES

UNIVERIS Canadian Wealth Tech

- ✓ Leadership development Journey hybrid program
- ✓ 360° assessment

B/S/H/ Bosch & Siemens Hausgerate

- ✓ 3D Performance Management System
- ✓ 12% growth in the region

BNP PARIBAS

- ✓ Europe's largest bank,
- ✓ 2015 ATD winner

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Pratt & Whitney

- ✓ Personal Discovery Center
- ✓ Executive Coaching

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TESTIMONIALS

- Without realizing it, I have greatly utilized and made habits of what I learned from you and your team throughout my professional life. I wanted to reach out and thank you and your team again for everything you've added to my life. I am deeply grateful to you all. ***Banking Professional, Major European Bank***
- Having discussions with an expert who has had real-world experience, both leading teams and teaching how to lead teams, and providing feedback, is very helpful. Eren is great at explaining different topics in ways that make me think "oh, that's obviously a better way to approach that issue." ***Mgr, Pharma***
- The deep dive into dynamic leadership was an excellent exercise. The examples provided by Eren and the detailed review of my responses highlighted areas where I could drive better communication and impact with peers, direct reports, etc. ***Director, Manufacturing***
- Great and engaging lecturer, providing useful and valuable information on people management skills and approaches. Ingestion of information through group discussions; Getting to know your colleagues better. Examples/case studies are relevant from the corporate world. ***C-Suite, Tech***
- I appreciate the workshops that were created to help practice what was actually learned. The material was created in a way which was engaging, but also was put together in a way that seems easy to apply in my own working sessions with team members. The presenter was very engaging and presented with clarity. ***Director, Tech***

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Are you ready to start your JOURNEY?

- Build leaders who can navigate complexity with greater confidence,
- Develop management capability beyond learning the basics,
- Strengthen and retain your leadership pipeline,
- Build the capabilities your strategy requires,
- Help leaders prioritize, delegate and lead more effectively,
- And make this your company's leadership DNA

21% of employees are engaged, globally costing US@438 billion. *Gallup 2025*

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GOLD 2021 STEVIE WINNER FOR GREAT EMPLOYERS

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THANK YOU

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