

Corporate Services

Leadership **DARE™** Program

Leadership **D**evelopment

Accountability

Results

Engagement

Expectations, Clarification & Coaching



Break Through Your Barriers

DURANET
ENTERPRISES INC.

DURANET'S CORPORATE SERVICES

Partnership for Leadership Development Accountability Results Engagement

Employee engagement is a major productivity issue for CEOs and HR people in organizations because it affects their bottom line in many ways. CEOs who are aware of this relationship allocate a substantial amount of resources in their annual budgets in order to improve employee engagement in their organizations. Research indicates that most of the industries lose billions of Dollars annually due to the fact that the majority of the employees are either partially engaged or completely disengaged. As such improved employee engagement is a major issue in the corporate world.

Engaged Employees help the bottom line of an organization in many ways, among them:

- Improved marketing and increased new business
- Improved customer service and increased repeat business
- Improved productivity and effective use of resources
- Improved job satisfaction leading to staff retention and reduced employee turnover

Many organizations have some form of in-house services that deal with employee engagement, but most of them do not have all the specialized services that are needed to substantially alter the engagement statistics. That is why they rely on external support and outsourcing. As a result, there are many firms who provide specialized services in one area or another of employee engagement, leadership and or organizational development. Yet, very few (if any) will provide a holistic, long term and sustained service in these areas that will address not only the performance of the employees in the workplace but also their wellbeing outside the workplace.



EMPLOYEE
ENGAGEMENT

DURANET ENTERPRISES INC

At Duranet Enterprises Inc. we have studied and observed that what happens to people outside the workplace directly affects their productivity and what happens at the workplace affects their domestic life. That is why we have developed a unique holistic program to address this. We are prepared to partner with the Management of your organization and will work with the HR people in charge of employee engagement within your current policy, and implement the proposed program. Here is how this customizable 3-phased program will work:

1

The Selection of Participants

After the agreement, the Management will select the number of key staff in leadership position to be included in this program. The selected staff members should be willing participants in the program.

2

Expectations, Clarification & Coaching Phase

In this 10-week Phase, Duranet will facilitate its **Success 101 Group Coaching** sessions. Success 101 is a holistic group coaching program delivered in 3-hr weekly sessions that is uniquely designed to deal with fundamentals of Peak Performance, Excellence in Personal and Professional Leadership, Workplace Engagement and a Designed Life outside the workplace. It provides transformational as well as transactional tools for the participants to use in their daily activities.

These sessions will include among other things such topics as:

- Barriers to Excellence,
- Laws of Effective Communications
- Focus and Discipline
- Priority Management
- Leadership and Influence
- Human Needs and Team Dynamics
- The 9 Environments and their Impact on Human Effectiveness
- Basics of Health, Wealth and Stress Management
- Goal Setting and Goal Achieving; and
- Converting Corporate objectives into personal goals

SUCCESS
101

10
WEEKS

3
HOURS

While Duranet is facilitating these coaching sessions, the Management Team will assign to, and agree with, each participant (based on his / her performance review and Management expectations), the yearly goals and objectives that are in line with the company's Vision, Mission Statement and Strategic Plan. By the end of this phase each participant will have a clear understanding of his / her career and corporate yearly goals and will have received 30 hours of coaching, which will provide them with tools to achieve not only the stated career / corporate goals but also personal goals in several pathways.

COACHING
CLARIFICATION
EXPECTATION



3

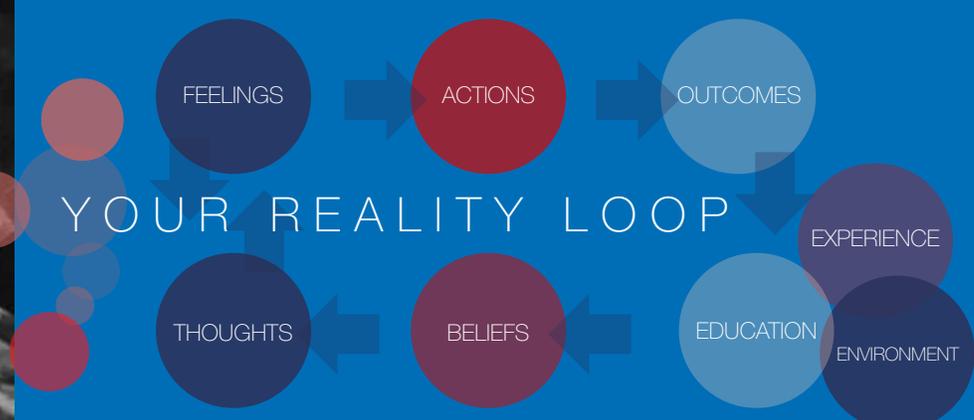
The Goal Achievement and Accountability

After the completion of Phase 2 when all the participants will have set their yearly goals, Duranet will help them to break down the yearly goals into smaller chunks of 10 monthly SMART goals. Duranet has devised a special tested format for setting monthly goals in 6 pathways. The form is called “MY CREATE™ Monthly Goals”. See a snapshot on this page. This form is designed with the latest cutting edge knowledge of Goal Setting and Goal Achieving in mind. CREATE is the acronym for the 6 pathways:

- Career / Corporate Goal (Goals in line with corporate objectives as set in Phase 2)
- Relationship Goal (In-house Teams, Family, Customers and Clients)
- Excellence / Effectiveness Goal (personal development/ productivity / efficiency and effectiveness)
- Asset Creation and Management Goal (Personal wealth and financial goals)
- Training / Technology Goal (Updating skills in various areas)
- Environment Improvement Goal (health, fitness, financial, spiritual, and others that are covered in the Success 101 Seminars.)

This format takes into consideration a holistic approach to create a balanced life for the individual. The form also includes action steps for each goal that need to be taken during the month. A space is allocated for each action step to determine if it can be fully or partially delegated to someone else.

At the beginning of each monthly cycle, there will be a 3-hour group meeting. The first part of the meeting will be for participants to score their individual goal sheets and measure their success for the previous month. This will be followed by 60 to 75 minute of group coaching / educational presentation. The rest of the time will be used by the participants to write their goals in the MY CREATE™ Monthly Goals format for the coming month, complete with the action steps for each goal. The presenter and a coach will be available to assist in this process.

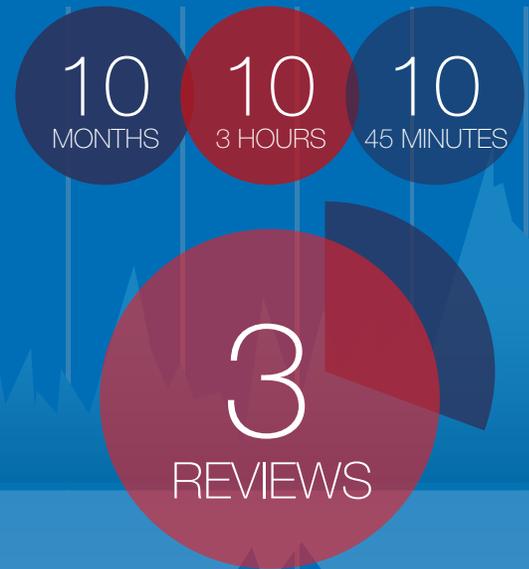


Accountability

In order to insure a high level of success, Duranet will assign a trained coach as an accountability partner to each participant who will spend 45 minutes by phone / Skype or face to face meeting in the middle of the monthly cycle to make sure sufficient attention is given to the goals and the commitment on actions steps. If there are extraordinary circumstances that make it impossible to take actions for two consecutive months, the participant will be advised to discuss it with Management and HR and ask for their help. This is by far the most effective form of accountability that will insure corporate objectives are met.

During this phase there will be a total of three meetings at 3-month intervals with management and participants (if required) to review the overall progress of the program and its impact to determine if we are on course or if any corrective measures need to be introduced. After a year at the end of the program if both parties are satisfied, the agreement for phase 3 activities can be extended and renewed for as long as needed for as long as needed. This program will have a great impact on employee engagement and will insure that both productivity and bottom line are maximized in your organization.

If this holistic, long term and sustained service is in line with the corporate vision and mission statement of your company, we are prepared and look forward to meet with you and provide more details about our program, scope for customization and present a fee proposal. Please contact us.



DURANET ENTERPRISE INC

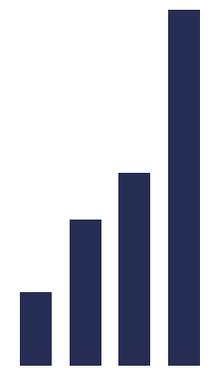
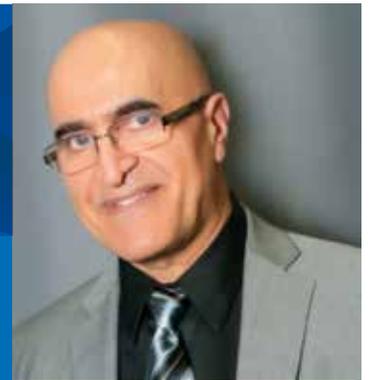
Duranet Enterprise Inc was established in 2008 by Ahmad Duranai who is the Head Coach of the organization. It has delivered seminars and workshops in personal development, leadership and peak performance to many groups of individuals and organizations. Most of the seminars and workshops are designed by Ahmad Duranai and all presentations are personally supervised by him. Duranet Enterprises Inc. collaborates with trained and certified coaches in various fields and as such, it has flexible capacity to provide the above services and much more to different organizations on an as need basis.

About Ahmad Duranai

Ahmad Duranai is Leadership Coach, Public Speaker, Architect, Project Manager, Author and the Founder and Head Coach of Duranet Enterprises Inc. He is a member of the International Coach Federation – Toronto Chapter and a member of the Ontario Association of Architects.

He is the holder of an MBA degree, a Bachelor of Architecture degree, Certificates in Breakthrough Coaching and Passion Test Facilitation and 35 years of experience with consulting firms in Canada, The United States and the Middle East.

In the field of architecture, Ahmad Duranai has worked as Team Leader and Project Manager on many huge and complex iconic projects where he had the privilege to coordinate the activities of numerous firms and stake holders from different continents and cultures at the same time. This kind of rich experience has provided him with a unique perspective on team synergies, group dynamics and personal performance.

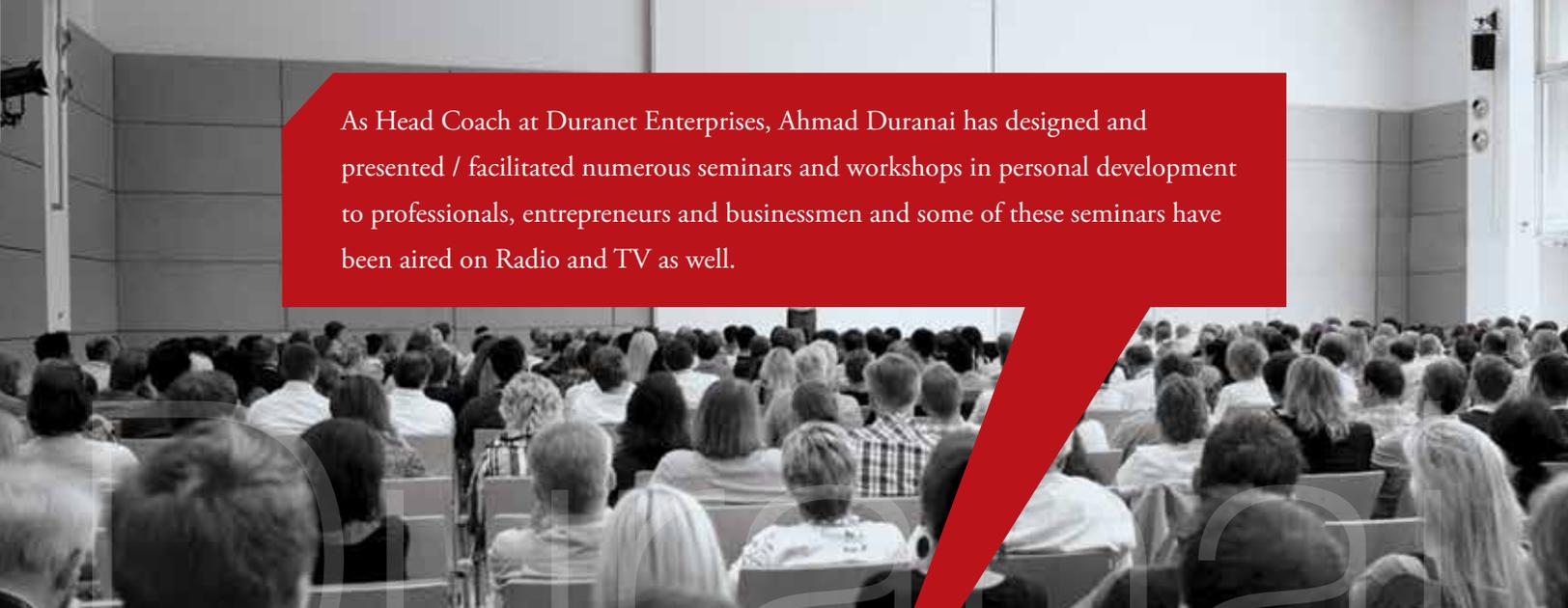


35

YEARS

DIVERSE
EXPERIENCE

DURANET
ENTERPRISES INC.



As Head Coach at Duranet Enterprises, Ahmad Duranai has designed and presented / facilitated numerous seminars and workshops in personal development to professionals, entrepreneurs and businessmen and some of these seminars have been aired on Radio and TV as well.

Ahmad is also a community activist and has been on the boards of several not-for-profit organizations for over 2 decades. In this capacity he has been a public speaker and has appeared many times on radio and TV talk shows. He is the recipient of the 2013 Lieutenant Governor of Ontario Award and Medal in Humanities/Social Justice "For Exceptional Services rendered to Community".

In the personal development field Ahmad Duranai has been trained, coached and or mentored by the work of such prominent people as Tony Robbins, Raymond Aaron, Brian Tracy, Bill Bartmann, Stephen R. Covey, Janet and Chris Attwood, T. Harv Eker, Marcia Martin, James MacNeil, Michel Neray, several teachers of movie "The Secret" and many more. All of this diversity has provided him with a broad founda-

tion and knowledge base to share with his clients and serve them. As Head Coach at Duranet Enterprises, Ahmad Duranai has designed and presented / facilitated numerous seminars and workshops in personal development to professionals, entrepreneurs and businessmen and some of these seminars have been aired on Radio and TV as well.

Ahmad Duranai is the Author of the Book, *The Leadership Zone: Lessons from the Front Lines.* The book is a holistic manual that includes cutting edge tools and technologies for peak performance in personal leadership as well as leadership in the workplace. It also contains insights of many top notch executives and thought leaders on issues of leadership in the 21st Century.

Contact us at your convenience.



Success 101



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