



# **Training Solutions**

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**Empowering Partners For  
A Better Tomorrow**



## The Start

Our story began with a belief in continuous improvement, and a strong desire to gain and sustain, and that emerges with “Empowering partners for a better tomorrow” our Slogan.

**At Solid State Training Solutions**, we help our clients align their training needs with the business goals and objectives, as well as the company’s values and culture. We tailor our training programs to match your organization’s needs, either by adapting an existing program or ,developing a new one. and to assist you with one or more steps in the development processes such as consulting, training needs, training assessment, and implementation & evaluation.

Our training programs aim at providing the proper guidance for the employees, on how to optimize the resources of the employer for better results at their regular working environment.

## Our Team

Solid State Training Solutions houses a team of highly motivated, energetic and talented professionals, committed to helping individuals and organizations achieve outstanding levels of performance. Our team is dedicated to partnering with our clients and strategic business partners, in order to provide the best resources to help our clients achieve their business goals.

*Ahmed Wahid*

Managing Director

# Business Sectors

We Train



Production and Manufacturing

Water & Electricity

Retail and Trading

Tourism

Logistics

Transportation

Food and Beverages

Information Technology

Aerospace

Health Care

Financial Institutions

Theme Parks and Entertainment

Investments

Developers and Construction

Telecommunication

Ports and Airports

Oil & Gas

Real Estate

Energy

Sustainability and Green Building



**Learning curve**  
is the earning curve

- “The learning of the future must be closely aligned to overall corporate strategies in order for companies to achieve results. Any program or technology investment should involve input from business leaders to ensure that learning is driving retention, engagement, and performance.

**70%** of those companies that aligned their learning and development priorities, were successfully able to improve their revenues.”

Aligning with  
**Business Objectives**

- **At Solid State Training Solutions**, we help you align your training needs with your business goals and objectives, as well as the company’s values and culture. We tailor our training programs to match your organization’s needs, either by adapting an existing program or developing a new one. We can assist you with one or more steps in the development process:

**Training Needs Analysis, Design and Development, Implementation and Evaluation.**

Our training programs aim at providing proper guidance for the employees, on how to optimize the resources of the employer for better results at their regular working environment. We also provide management consultancy services in terms of customized training programs.

we do not  
**compromise**  
with our  
**quality**



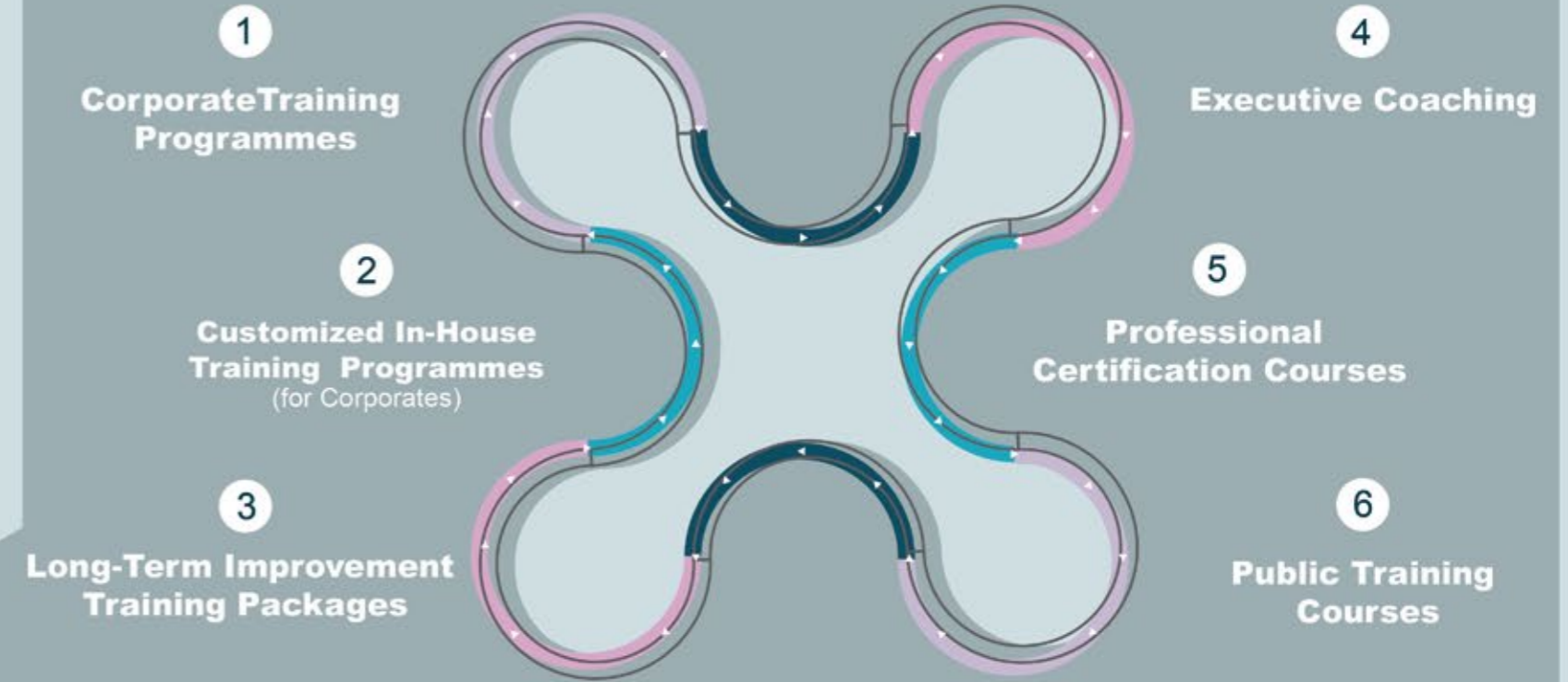
## Our Vision

Contributing to our pioneering communities leadership by providing our partners world-class training solutions in accordance with Standards for Excellence.



## Our Business

At Solid State we deliver high quality training solutions within 6 areas of focus :



# Corporate Training Programmes



## Customized In-House Training Programmes (for Corporates)



With more than 100 titles grouped by 16 specialty areas, our mission is to develop the human capital of the region through relevant, accessible and demand-driven training and consulting solutions that respond to the changing needs of the global business community.

### Areas of Specialisation

Business Communication	Customer Service
HR Management & Training	Team Building
Finance Courses	Quality & Excellence
Leadership & Management	Emotional Intelligence
Personal Development	Environmental Sustainability
Project Management	Creativity & Innovation
Sales & Marketing	Professional Certificate Courses
Strategic Planning & Performance Management	Administration & Office Management

Employee training is essential for companies who wish to compete in a fast-changing business world. When an organization has a number of employees who need to learn new skills, in-house training is oftentimes the most economical solution. In-house training involves bringing a trainer to any location of choice to deliver a customized training programmes for a group of employees. The group may consist of employees who work together in teams, or who work in various company locations across the country, or across the globe.

In-house training may be held at the corporate headquarters or at an off-site location. It may also be held virtually depending on the needs.

### In benefits of in house training

- Training is fully-customized for any team, department, or organization .
- Training format is flexible - training may take place as a single session or multiple sessions delivered over the course of several months to a year .
- Training is scheduled when it is convenient for employees .
- Employee travel is reduced or even eliminated .
- In-house training combines traditional presentation of material with hands-on practice, ensuring that employees leave the training with skills they can apply immediately on the job and beyond .
- In-house training encourages team building and better understanding of one another.

## Long-Term Improvement Training Packages

(Pre-Designed / Customizable)

First of its kind in the region, we have our own Pre-Designed training packages ready to be implemented at your organization, based on the needs. These packages are designed to improve and enhance certain department, unit, or entity at your organization with measurements' KPI's, applied to monitor and control the output and ROI.

Here's Our Bestselling Pre-Designed Packages:

Quality and Corporate Excellence Package

Government Quality and Excellence Package

Business Development Package (Sales & Marketing)

Corporate Management Systems Package (ISO Certificates)

Strategic Planning and Performance Management Package

Professional Customer Service Package

Business communication and Office Management Package

Leadership and Corporate Management Package

Employees Development Professional Package

Corporate HR Management Package

**At Solid State Training Solutions,** we are following systematic steps to make sure that we do the alignment successfully:



7. Prioritize activities and prepare a plan of action

6. Identify implementation issues.

5. Identify the knowledge and skill gaps.

4. Prioritize the knowledge, skills and attitudes needed to perform tasks that require training.

3. Determine which tasks require training, and the attributes of each task

2. Identify the tasks needed to achieve the performance goals.

1. Define and prioritize the organization's/unit's mission/performance goals.





## Public Training Courses

Public training courses are available to employees from any organization, and are perfect when you want to train less than five people. They are scheduled frequently and provide effective training allowing you to network with peers from different industries.

The courses are led by expert trainers who are skilled in both their subject matter and in the most effective ways for delegates to learn. They vary from one-day introductory courses to week-long courses. Some courses lead to certificates or qualifications and may involve an examination.

We take great care in selecting high quality venues, paying special attention to location, facilities and service standards. Courses are available across the UAE.



## Professional Certification Courses

Whether you are looking to upgrade skills in your current field or looking for training in a whole new area, our Professional Certificates can help you take that next step on your career path. Our programs are designed with the needs of working professionals in mind, with evening and weekend class sessions and at a moderate cost. Join an energetic, committed peer network in classes taught by seasoned professionals and gain a credential that makes you stand out in today's changing and competitive workplace.







## Executive Coaching

According to a recent business study, half of all executive-level workers log 50 or more hours per week at their job. Over 400 million business trips are taken each year and many executives are working more now than they were five years ago. Everyone it seems, is asked to "do more with less," but there are no solutions to make this happen. There has never been a time more critical for leaders and teams to execute on their most important priorities.

**At Solid State**, we understand that life gets busy, hectic, and chaotic. Our executive coaches help their clients work through the complex and unclear issues, helping executives establish initiatives that are clear, defined, and simple.

We offer team or one-on-one executive coaching in leadership development, strategy, goal execution, and personal development.



## EXECUTIVE COACHES HELP FACILITATE :

- 】 Clarifying goals and staying focused on key actions to achieve them.
- 】 Assessing leadership strengths, improvement areas, and performance opportunities.
- 】 Clarifying organizational mission, vision, values, and goals.
- 】 Managing time, priorities work, and eliminate less important activities.
- 】 Clarifying and applying professional development and career planning.

**When**  
we do what we

choose to do, we are committed. ”

have to do, we are compliant...

“

Successful people focus on what they choose to do.

*- Marshall Goldsmith*





## Training Methodologies

### Interactive Methods

There are many ways that you can break up training sessions and keep trainees attentive and involved, including:



### Advantages

- Interactive sessions keep trainees engaged in the training, which makes them more receptive to the new information.
- They make training more fun and enjoyable.
- They provide ways for veteran employees to pass on knowledge and experience to newer employees.
- They can provide in-session feedback to trainers on how well trainees are learning.



### Hands-On Training

Experiential hands-on training offers several more effective techniques for teaching employees, including:



### Advantages

- Hands-on training methods are effective for training in new procedures and new equipment.
- They are immediately applicable to trainees' jobs.
- They allow trainers to immediately determine whether a trainee has learned the new skill or procedure.





## Training Methodologies

### Instructor-Led Training

Instructor-led training remains one of the most popular training techniques for trainers. There are many types including:

Blackboard or whiteboard

Overhead projector

Video portion

PowerPoint® presentation

Storytelling

### Advantages

- › Instructor-led classroom training is an efficient method for presenting a large body of material to large or small groups of employees.
- › It is a personal, face-to-face type of training as opposed to computer-based training and other methods we will discuss later.
- › It ensures that everyone gets the same information at the same time.
- › It is cost-effective, especially when not outsourced to guest speakers.
- › Storytelling grabs people's attention.



### Blended Learning Approach

Blended learning is a commonsense concept that results in great learning success. The blended learning approach is simply acknowledging that one size doesn't fit all when it comes to training. In a nutshell, blended learning means using more than one training method to train on one subject.



# OUR TEAM

“ We do not  
compromise  
with our  
quality ”

## Solid State Training Solutions

houses a team of highly motivated, energetic and talented trainers , committed to helping organizations achieve outstanding levels of performance, and dedicated to partnering with our clients in order to provide the best training solutions to help align their with business objectives

Through years of business experience and training expertise, we understand the required focus and commitment needed to make your learning experience successful.

**Why?**  
Solid State

- High quality training with 100% **money back guarantee**.
- Customized programs based on your needs.
- Cost & Time effective courses and programs.
- The best Return On Investment (ROI) in the market.
- We are tailoring training programs to overcome your organization's challenges.
- We provide consultancy services in a training program coat (Cost Effective).
- We do practice, practice, and only practice.
- Programs are KHDA approved.
- Result-oriented & affordable solutions.
- Designed for Middle East.

