

Company Profile



REDROCK

International

TRAINING COURSES | LEADERSHIP PROGRAMMES | TEAM BUILDING

An aerial view of a city skyline at sunrise, with a geometric pattern overlay on the left side. The sun is low on the horizon, casting a golden glow over the city. The buildings are silhouetted against the bright sky. The geometric pattern consists of interconnected lines forming a series of irregular polygons, resembling a honeycomb or a network structure.

BECOME A TEAM OF HIGH-PERFORMERS

LEVERAGE YOUR ORGANISATION'S POTENTIAL WITH TRAINING THAT
HAS HELPED OVER 800 BUSINESSES ACHIEVE THEIR TARGETS



BELIEVE IN PEOPLE

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WE ARE RED ROCK INTERNATIONAL

We deliver training globally to some of the world's leading companies and educational institutions. We work across organisations, from the most senior team to those who

are new to role. Red Rock International was established in the UK in 2001 and we have been working in Qatar since 2011.



350,000+ PEOPLE TRAINED



13+ YEARS IN QATAR



20+ YEARS OF EXPERIENCE



800+ ORGANISATIONS SERVED



5 COUNTRIES OF OPERATION

DELIVERED BY OUR TEAM IN QATAR

Our journey in Qatar began in 2011 when we ran the Maersk Oil and QP Challenge. Today, we work with businesses and organisations, both small and large, across all sectors. Our talented and experienced local team is proficient in delivering training in both English and Arabic.

As a registered company in Qatar, we have a permanent presence and a full-time team based in our offices in West Bay. Our growth and success in Qatar has been impressive, all whilst ensuring that we deliver quality and impactful solutions for our clients.



DRIVE CHANGE WITH QATAR'S TOP TRAINERS AND CONSULTANTS



Nick Ashley
Co-founder &
MD Qatar

Welcome, and thank you for considering Red Rock International. I'm proud to lead this team of passionate and highly experienced learning professionals, dedicated to leadership and team development in Qatar.

Our team brings a unique set of skills, helping our clients to experience tangible benefits through a range of development solutions. Our professional approach, combined with our innovative design and delivery philosophy, makes us stand out in the market as the premium choice for training courses, leadership programmes, coaching and team building.

We hope that you enjoy browsing through what we have to offer, and we're excited about the opportunity to partner with you.

Training doesn't have to be boring. Let's do something different together!

All the best,
Nick

LEADERSHIP TRAINERS AND COACHES



Roberta Saffels
Trainer



Chams Othmane
Trainer



Dounia Marei
Trainer



Ana Volanis
Trainer



Hadeel Sakkijha
Trainer



Associate
Trainers and
Coaches

LEARNING CONTENT AND PROGRAMME DESIGN



Clive Rounce
Learning
Designer



Robert Landon
International Director

PROGRAMME MANAGERS



Mim Ashley
Operations
Manager



Rawan Osama
Programme
Manager

TEAM BUILDING SPECIALISTS



Amal Perera
Project Manager:
Team Building



Anji Effat
Administration
Manager



Dwayne Fernades
Production
Manager



Associate
Team Building
Trainers

BUSINESS SUPPORT



Euan Taylor
Head of Business
Development



Wendy Morris
Finance and
Administration Manager



Alex Sanson-Gomez
Business Development
Executive



Matthew Ashley
Marketing
Specialist

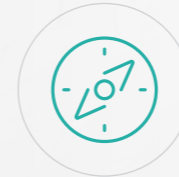


Again Endegena
Facilities
Manager

VISION, PURPOSE & VALUES

OUR VISION IS TO BE A WORLD LEADER IN TRANSFORMATIVE LEADERSHIP, TEAM AND PERSONAL DEVELOPMENT

OUR PURPOSE IS...



To help people in organisations to establish sustainable **positive changes**.



To create an **inspiring workplace** where staff are fulfilled, developed and valued.



To develop a thriving and sustainable **business**.



To have a positive social and environmental **impact**.

WE VALUE...



ADVENTURE

We believe that overcoming challenges - physical, mental and emotional - creates powerful opportunities for growth.



AUTHENTICITY

Our training draws on our own experience and business practices; we live what we teach.



RELATIONSHIPS

We exist for people, creating an open and safe environment in which to live and work. We develop long-term relationships with our customers and partners.



CREATIVITY

We strive for originality and refuse to be tied to convention. We value simplicity, elegance and beauty, whether in our natural environment, the way that we work or the courses that we design.

"EXQUISITE, SUPERB! HIGHLIGHTED A NEED TO COMMUNICATE EFFECTIVELY AND CONTINUOUSLY WORK AT COOPERATING WITH OTHERS"



"IT WAS VERY CHALLENGING, BUT I'VE NEVER BEEN THROUGH ANYTHING LIKE THIS, AND I PROBABLY NEVER WILL AGAIN. THE LESSONS LEARNT WERE INVALUABLE"



"IT WOULD BE DIFFICULT TO SPEND TIME WITH THE RED ROCK TEAM AND NOT HAVE A RENEWED ENTHUSIASM FOR WORK AND LIFE AS A WHOLE"



THIS IS NOT ONLY TRAINING. THIS IS A **TRANSFORMATION OF BEHAVIOURS**

THE TRADITIONAL WAY

- ✗ Boring classroom environment
- ✗ Attempted knowledge transfer
- ✗ Trainers flown-in for delivery
- ✗ Lecture style, off-the-shelf content
- ✗ Limited workplace impact
- ✗ Large group size with only 1 trainer
- ✗ English only training

THE RED ROCK INTERNATIONAL WAY

- ✓ 40% experiential, fun training
- ✓ Behavioural transformation
- ✓ International team based in Qatar
- ✓ Learn by doing, customised content
- ✓ Lasting impact on business and people
- ✓ 1:10 participant to trainer ratio
- ✓ Quality training in both English and Arabic

TRANSFORM BEHAVIOURS, DEVELOP COMPETENCIES.

RED ROCK INTERNATIONAL SERVICES MAP



“WE HAVE WORKED WITH RED ROCK INTERNATIONAL AND **IT WAS UNDOUBTEDLY ONE OF THE BEST EVENTS WE HAVE HOSTED OVER THE PAST 10 YEARS.** THROUGH A WIDE RANGE OF MENTAL, CREATIVE AND PHYSICAL ACTIVITIES, RED ROCK MANAGED TO STRIKE THE PERFECT BALANCE TO MAKE THIS A MEMORABLE AND FUN FILLED DAY FOR ALL OUR TEAM MEMBERS.”

EDUCATION ABOVE ALL



**DEVELOP LEADERSHIP AND TEAM
EXPERTISE IN YOUR ORGANISATION WITH
ENGAGING SOFT SKILLS TRAINING**



“THE COURSE OBJECTIVE WAS
100% MET. GREAT WORK FROM
RED ROCK INTERNATIONAL.”

QDVC



“THIS TRAINING HAS CHANGED
OUR LIVES.”

GENESYS MIDDLE EAST

TRAINING COURSES

ABOUT TRAINING COURSES

Powerful 2 and 4 day in-house soft skills training courses for managers, emerging leaders, and key employees.

Move forwards as an organisation by targeting identified talent and providing them with training that stimulates development.

Designed around the proven principles of 'deliberate practice' our courses utilise experiential exercises, expert guidance, and personalised coaching to facilitate learning and progress.

BENEFITS

ACCELERATE BUSINESS PERFORMANCE

Kickstart business growth and drive performance

ATTRACT AND RETAIN THE BEST LEADERSHIP TALENT

When your employees take part in our quality training, they understand that you are investing in their career development

FAST TRACK THE DEVELOPMENT OF YOUR RISING STARS

Our courses make a tangible difference to identified talent, preparing them for future career success

ENHANCE SKILLS AND CAPABILITIES

Our courses will help your participants to increase knowledge and become better professionals

KEY FEATURES

SHORT COURSES, HIGH-IMPACT

2 and 4 day in-house courses to accelerate positive development for your team

PREMIUM TRAINERS

Leverage Qatar's premium English and Arabic speaking trainers with a 1:10 trainer to participant ratio

ACTIVE LEARNING

When we say our content is experiential, we actually mean it – 40% of training time is hands-on

TARGETED & RELEVANT

Case studies and scenarios for a Qatar context. Develop key employees, identified talent, emerging leaders and existing managers

WORKING WITH US

FREE CONSULTATION

We work with you to understand your needs, and propose and design the right solution for you

IMPLEMENTATION

A dedicated Project Manager will work with you to schedule and plan training delivery

UNFORGETTABLE TRAINING

Our trainers will bring learning to life and challenge participants to develop

PERFORM & GROW

Your teams will return to work empowered to boost results

LEADING SELF

2-DAY COURSES, FOR UP TO 20 PARTICIPANTS, DESIGNED FOR BUSINESS PROFESSIONALS LOOKING TO DEVELOP NEW SKILLS IN A BROAD RANGE OF AREAS. THE 'LEADING SELF' COURSES ARE PERFECT BOTH FOR THOSE WITH YEARS OF EXPERIENCE AND RISING STARS WHO HAVE BEEN IDENTIFIED FOR FORMAL PROFESSIONAL DEVELOPMENT.

2-DAY COURSES

CLEAR COMMUNICATION

Understand and be understood by those that you work with

Refine your workplace communication skills with this practical course designed to boost your understanding of effective interactions, and help you become an impactful and clear communicator. Explore the key stages in the communication process, identify and overcome potential barriers, and master a variety of communication methods, from written correspondence to face-to-face discussions.

TIME AND STRESS MANAGEMENT

Learn how to get the important things done

Enhance your time and emotional management skills and lay a solid foundation for effective and sustainable work in challenging times. Time management skills are introduced and practised and a deeper understanding of motivations and causes of stress are developed through the Birkman Method™ personality assessment. This course not only inspires, but also provides actionable methods to establish healthier work and life habits, ultimately boosting your energy, enthusiasm, and long-term success.

2-DAY COURSES**CUSTOMER SERVICE****Become a hero to your customers**

Discover the powerful link between customer satisfaction, loyalty, and your company's success. Under the expert guidance of experienced trainers, you'll actively enhance your customer service skills through hands-on practice in diverse scenarios, receiving continuous coaching and feedback. This training course serves as a catalyst for organisational change, elevating your service provision to world-class standards.

BUSINESS WRITING SKILLS**Communicate clearly through written mediums**

Tailored for non-native English speakers who frequently use written English in emails, letters and memos, our course helps you to convey ideas with clarity and professionalism, ensuring the intended impact without miscommunication. Delve into vital aspects of written English, such as effective openings, closings, formatting, and structure. Whether refining existing skills or advancing intermediate levels of ability, our course cultivates professionalism through the art of writing.

CRITICAL THINKING**Utilise critical thinking tools for business clarity**

Good, unbiased, and brave decision making is the bedrock of successful business. Without disciplined and structured thinking, we make decisions based on natural biases and 'group-think'. We fail to recognise our blind spots and struggle to present our cases with authority. Through practical exercises and reflections, you will explore your biases and develop methods to apply effective critical thinking to workplace decisions.

EMOTIONAL INTELLIGENCE**Understand the emotional landscape for better connections**

Embark on a transformative journey to enhance your understanding of other people's emotions and the management of your own in our comprehensive course. Through creative exercises and practical worksheets, you'll explore your own emotional landscape and its drivers, while gaining a better understanding of others. Discover insights into how others think and act and learn to create a supportive environment for optimal relationship building and performance.

2-DAY COURSES**CONFLICT RESOLUTION****Build confidence in the face of conflict**

Develop a comprehensive understanding of conflict, drawing on insights from neurology and social science. You will discover how to work through conflict situations and use them to build relationship and performance. Learn that conflict does not signify a loss of control and gain the skills to address it methodically. Using role-plays, practise exercises, and constructive reviews, you'll master a step-by-step conflict management process.

FINANCE FOR NON-FINANCE PROFESSIONALS**Practical finance skills for everyday decision-making**

This course empowers you to understand essential business finance. You will become confident with balance sheets, cash flow and understanding profit and loss. Return on investment, cost-saving and budgeting will be covered and you will understand how your decisions impact critical aspects of business performance. We demystify complex finance terminology, ensuring accessibility for non-specialists. Plus, you'll continually relate the content to your own work, gaining valuable insights into how these tools directly apply to your professional context.

PUBLIC SPEAKING AND PRESENTATION SKILLS**Deliver stunning presentations**

Elevate your ability to captivate an audience with our immersive two-day experiential course. Gain expertise in impactful presentations and understand the foundations of effective preparation. Explore diverse techniques for crafting engaging content, encouraging audience participation, and facilitating dynamic discussions. Through guided practise and expert feedback, you'll build skills and confidence.

VIRTUAL PRESENTATION SKILLS**Deliver stunning presentations online**

Develop the skills and confidence you need to excel in online presentations. Gain an understanding of the essential foundations for preparing impactful online presentations, and then delve into a variety of techniques designed to captivate your audience, create engagement, and facilitate discussions. Through short, regular practice sessions and feedback from course trainers and peers, you'll become proficient in presenting online, an essential skill in the world of modern business.

LEADING OTHERS

A RANGE OF 2-4 DAY COURSES, FOR UP TO 20 PARTICIPANTS, DESIGNED TO SUPPORT BOTH EXISTING MANAGERS AND THOSE TAKING THEIR FIRST STEPS ON THE LEADERSHIP JOURNEY. THE 'LEADING OTHERS' COURSES HELP MANAGERS AND LEADERS TO SUPPORT THE DEVELOPMENT OF THEIR PEOPLE AND DELIVER EXCELLENT BUSINESS PERFORMANCE.

4-DAY COURSES

LEADERSHIP FUNDAMENTALS

Essential leadership skills for new leaders

One of our most popular courses, Leadership Fundamentals empowers you with essential leadership skills to get things done through a team of people. It provides a blueprint for effective leadership, guiding you through the principles of setting objectives, planning, delegation and tracking progress, coupled with essential communication and relationship building skills. Through immersive simulations, you will learn how to build a motivated team that gets the job done on time, and to the right quality.

ADVANCED LEADERSHIP

High-performance leadership for business professionals

Designed specifically for experienced leaders, this course focuses on developing the people within your team. You will learn how to build a strong foundation for managing performance, coaching team members and creative problem-solving tools. The course will also equip you to communicate with confidence and build motivation. Throughout the course, you'll immerse yourself in hands-on simulations, stepping out of your comfort zone within a supportive environment.

2-DAY COURSES**LEADING AND MOTIVATING A TEAM****Develop skills to engage and motivate**

This course will help you to engage and align team members around your organisation's vision and strategy. Sources of motivation are discussed and methods for building motivation are explored. You will practise skills to diagnose team member's sources of motivation and causes for disinterest and discouragement. Ultimately, this course will help you to lead a deeply motivated and aligned team.

COACHING FOR MANAGERS**Learn how to develop people and achieve business performance through coaching**

First, you'll master the fundamentals of successful coaching, including building trust and active listening. We'll introduce reliable coaching models to provide you with a structured support framework for both formal and informal coaching conversations with team members. Next, you'll enhance your skills and confidence through practical exercises, group discussions, and feedback. Topics such as 'delivering effective feedback' and 'administering coaching programmes' will also be addressed.

PERFORMANCE MANAGEMENT**Develop the confidence to set goals and appraise your team**

Focused on the performance management process, this course will help you to set SMART individual targets for team members, and assess performance fairly, both formally and informally. This course addresses workplace underperformance, guiding you through identifying its root causes, and implementing effective corrective actions. We also cover how to give effective and developmental feedback using recognised models, and the importance of regular dedicated time with each team member.

MENTORING SKILLS**Build impactful relationships and trust through mentoring**

Elevate your mentoring abilities with our two-day course, focusing on knowledge transfer and effective relationship-building. Learn to ask the right questions, hone your listening skills, and structure sessions effectively. Delve into the vital aspects of trust-building and mutual respect, guaranteeing that your mentoring relationships thrive and create a lasting impact. We also clarify the roles and responsibilities of a mentor, and the fundamental differences between mentoring, coaching, and training.

2-DAY COURSES**PROJECT MANAGEMENT FUNDAMENTALS****Equip yourself with the skills for managing projects**

Enhance your project management prowess with our practical course designed for professionals who often find themselves tasked with delivering diverse projects effectively. Through an engaging simulation, you'll apply skills and tools at each stage, reinforcing your learning. Cultivate and fine-tune your project management approach to consistently achieve on-time, on-budget, high-quality outcomes.

CREATIVE PRACTICES AND PROBLEM SOLVING**Make better decisions for greater impact**

Discover a structured approach to problem-solving and decision-making. You'll explore effective methods for gathering and analysing information to identify potential solutions. Additionally, you will learn how to compile evidence-based summaries of available options, resulting in quicker and improved outcomes. Acquire the skills to employ a straightforward decision-making technique for assessing alternatives and determining the best solution.

FACILITATION SKILLS**Create thriving learning environments**

Designed for both professional trainers, and those required to deliver training sessions as part of their operational role, this course develops your capacity to empower learners and transform information into lasting knowledge retention. Our comprehensive course delves into the art of effective facilitation, equipping you with the skills needed to guide and inspire adult learners. Explore the fundamental principles of facilitation, going beyond the basic transmission of knowledge to creating an environment where individuals can thrive in their respective fields.



LEADING THE BUSINESS

A RANGE OF 2-DAY COURSES, FOR UP TO 20 PARTICIPANTS, DESIGNED FOR THOSE MAKING AND IMPLEMENTING KEY BUSINESS DECISIONS. THE 'LEADING THE BUSINESS' COURSES ARE SUITABLE FOR EXISTING MANAGEMENT TEAMS AND THOSE WHO'LL BE RESPONSIBLE FOR FUTURE ORGANISATIONAL SUCCESS.

2-DAY COURSES

LEADING CHANGE

Deliver sustainable change in your organisation

Gain a strong understanding of change dynamics as you begin this course by exploring change fundamentals and classic management models. Moving forward, we'll delve into agile management methods for navigating change in complex organisations. Additionally, you'll acquire the skills to initiate, implement and communicate change, and learn how provide effective support to team members impacted by change.

INFLUENCING WITH IMPACT

Discover how to influence naturally

Enhance your ability to communicate effectively and exert influence with confidence. This course is designed for managers, leaders and those being prepared to take on leadership responsibilities in the future. Develop a strong foundation of authentic and honest communication that empowers you to speak from the heart. Gain an understanding of how to connect on a relational level with stakeholders, key customers, and senior colleagues alike.

2-DAY COURSES**STRATEGIC PLANNING**

Achieve long term objectives through deliberate actions

Gain a deep understanding of navigating strategic planning and team leadership amidst disruptions. This course will enhance your strategic planning skills and equip you with the ability to address the critical questions that underpin these plans. You will learn how to prioritise essential activities to maintain and elevate team performance, especially when facing challenging conditions.

ESTABLISHING VISION, MISSION AND VALUES

Engage your team with a clear vision and purpose

Elevate your organisational expertise through this immersive workshop filled with engaging exercises. You'll learn to vividly depict your organisation's future, chart a mission that guides your journey, and cultivate authentic values. By the course's conclusion, you'll not only craft powerful statements but also align your team with a shared purpose, driving your organisation towards success.

SUSTAINABILITY BOOTCAMP

Sustainability in action: from principles to practices

Based on a 5-stage holistic view of sustainability (Environmental, Human, Social, Governance, Economic), this engaging and practical course will focus on helping your organisation transition towards sustainability targets. Best practice will be shared, and you will apply the principles learned to a business simulation. You will build a small-scale renewable battery charging device and develop comprehensive sustainability policies covering procurement, operations, and end-of-life disposal.

2-DAY INTERNATIONAL COURSES**LEADERSHIP RETREAT (DELIVERED IN THE UK)**

Review and fine tune your direction and purpose


Using the spectacular outdoor scenery of the UK as a metaphor, take part in an exciting and meaningful review of your own personal journey, purpose and direction. You will be led to consider what you need to leave behind, where the current opportunities are and what needs to be picked up for the future. You will then be supported to map your personal journey onto your current business role. A powerful and memorable opportunity to think, reflect, and reset.

COURAGEOUS LEADERSHIP (DELIVERED IN THE UK)

Gain the confidence and experience to make difficult decisions under pressure

This is a demanding and rewarding course set in an outdoor environment which builds real experience of leading under pressure. Using activities such as hill walking, sailing, and caving, participants will find themselves leading others to achieve measurable goals of destination, comfort, and sustainability. The training develops excellent leadership skills to organise, administer, decide, and act.





“MY TEAM WAS STILL TALKING ABOUT THE TRAINING WE DID WITH RED ROCK 10 YEARS AFTER. **PROBABLY THE BEST WE EVER DID.**”

EDP



BECOME A TEAM OF HIGH-PERFORMERS WITH
**LEADERSHIP PROGRAMMES THAT INITIATE
CHANGE AND DRIVE REAL GROWTH** WITHIN
YOUR ORGANISATION



"THE TEAM FROM RED ROCK SPENT TIME BUILDING AN EFFECTIVE UNDERSTANDING OF OUR BUSINESS NEEDS. THIS INVESTMENT FACILITATED THE CREATION OF A TAILORED TRAINING AND DEVELOPMENT INTERVENTION THAT RESONATED WELL WITH THE ATTENDEES AND HIGHLIGHTED IMPROVEMENT OPPORTUNITIES FOR THE GROUP AND FOR INDIVIDUALS."

STANTEC



"WE APPRECIATE RED ROCK INTERNATIONAL'S COMMITMENT TO THE PROGRAMME, THEIR DESIGN SKILLS, DELIVERY TECHNIQUES, SUPPORT GIVEN TO THE DELEGATES, AND ALSO THE REGULAR UPDATES AND SUMMARY REPORTS WE RECEIVE."

HAMAD MEDICAL CORPORATION

LEADERSHIP PROGRAMMES

ABOUT LEADERSHIP PROGRAMMES

Clear and comprehensive development pathways for your people and organisation. Our programmes blend multiple modules of training with coaching, assessments and embedding activities. Typically delivered over 3 to 12 months, our programmes provide the most extensive leadership development for multiple tiers of managers.

Choose from a range of accredited ILM programmes, or work with us to develop a fully customised learning journey that best fits the needs of your people.

We are an approved centre of The Institute of Leadership and Management (ILM), allowing us to deliver high-quality, internationally recognised leadership and management qualifications.

All of our ILM programmes are supported locally by our Qatar team and can be delivered in English or Arabic.



BENEFITS

ACCELERATE BUSINESS PERFORMANCE

Set key strategies in motion to kickstart growth and drive performance

ATTRACT AND RETAIN THE BEST LEADERSHIP TALENT

Provide your high-level talent with attractive development opportunities

FAST TRACK THE DEVELOPMENT OF YOUR RISING STARS

Invest in your rising stars and develop them to lead your business in the future

INTERNATIONAL ACCREDITATION

Your managers benefit from an internationally recognised leadership and management qualification from ILM

KEY FEATURES

BLENDED LEARNING JOURNEYS

Our multi-modular programmes utilise classroom learning, coaching, assessments, and work-based projects

TAILORED FOR YOU

Our ILM qualification programmes, or customised learning journeys, will be configured to your specific needs

GLOBALLY RECOGNISED QUALIFICATIONS

Our qualifications are certified through ILM, assuring quality and making leaders feel valued and developed

ELEVATE COHORTS OF LEADERS

Through shared in-person learning experiences, groups of leaders and managers embark on development journeys together

WORKING WITH US

CONSULTATION AND PROGRAMME DESIGN

We work with you to understand your needs, and propose and design the right solution for you

IMPLEMENTATION

A dedicated Programme Manager will work with you to manage all scheduling and participant needs

DELIVERY

Our expert trainers will deliver impactful learning and assess participant progress

CELEBRATE SUCCESS

The results of your programme will be felt by participants, senior management, their teams, and the entire organisation

PROGRAMME COMPONENTS

Our programmes can be configured with the following components:

ILM ACCREDITED TRAINING MODULES

We provide level 2 and level 3 ILM awards and certificates. Participants leave the programme with a globally recognised qualification.

COMPETENCY ASSESSMENT

Using business simulations, we assess your participants against the organisation's key leadership competencies.

ONLINE RESOURCES

All participants will gain access to a rich array of online learning resources.

CUSTOM PROGRAMMES

In addition to offering configurable ILM programmes, we also offer fully customisable programme solutions. We can customise the following features:

Group size - we typically recommend up to 20 participants per cohort but we can work with you to reduce or expand this for customised programmes.

Content design - choose from our ILM modules, our wide portfolio of courses, or new content that we will design specifically with your organisation and participants in mind.

360° AND THE BIRKMAN METHOD PERSONALITY TOOL

The Birkman Method Tool and 360° assessment provide a rich resource for 'understanding yourself' as the programme progresses.

COACHING

Our ICF qualified coaches (or equivalent) will encourage your participants to apply new skills to the workplace and will then help them to process the learning.

Programme structure - decide which training modules best fit the needs of your group, and consider if you would like embedding activities such as coaching and assessments between modules.

Branding - we can produce professional materials and workbooks, branded for your organisation.

Delivery - we can be very flexible with delivery scheduling, creating a flow to suit your operational requirements.



ILM QUALIFICATIONS

We provide ILM award and certificate qualifications. The certificate provides a thorough and comprehensive set of leadership tools and behaviours and is typically delivered over a 6 to 12 month period. The award provides a fast and efficient method to upskill your team with essential skills over a 1 to 3 month period.

ILM LEVEL 2

Ideal for team members preparing to take on leadership responsibilities.

	AWARD	CERTIFICATE
Number of modules (units)	3	9
Module duration	2 days	2 days
Assessment	3 x professional conversations	8 x professional conversations

ILM LEVEL 3

Ideal for leaders and managers with limited formal training.

	AWARD	CERTIFICATE
Number of modules (units)	3	8
Module duration	2 days	2 days
Assessment	3 x professional conversations	8 x professional conversations



ILM LEVEL 2 MODULES

The Level 2 Certificate will cover all nine modules below. For the Level 2 Award the first three modules will be covered.

- 1. METHODS OF COMMUNICATING IN THE WORKPLACE** - build your understanding of effective communication to increase your impact at work.
- 2. UNDERSTANDING EFFECTIVE TEAM WORKING** - discover the principles that unlock effective team working.
- 3. DEVELOPING YOURSELF AS A TEAM LEADER** - learn how to continuously develop your capability as a team leader.
- 4. SETTING TEAM OBJECTIVES IN THE WORKPLACE** - improve team performance through effective use of objectives and time management.
- 5. MEETING CUSTOMER NEEDS** - ensure that your organisation is focussed on meeting your customers' needs.
- 6. INDUCTION AND COACHING IN THE WORKPLACE** - equip existing or aspiring team leaders to help people reach their potential.
- 7. IMPROVING PERFORMANCE OF THE WORK TEAM** - learn how to motivate your team to raise performance.
- 8. COMMUNICATING WITH PEOPLE OUTSIDE THE WORK TEAM** - understand how to use your communication skills to build effective stakeholder relationships outside of your team.
- 9. MANAGING WORKPLACE PROJECTS** - apply simple tools to deliver a workplace project effectively.

ILM LEVEL 3 MODULES

The Level 3 Certificate will cover all eight modules below. For the Level 3 Award the first three modules will be covered.

- 1. UNDERSTANDING LEADERSHIP** - develop strong foundations to lead.
- 2. CLEAR COMMUNICATION** - learn and enhance communication skills for the workplace.
- 3. ESTABLISHING A HIGH-PERFORMING TEAM** - create a team that is an effective and rewarding work group.
- 4. PLANNING SKILLS** - improve skills to plan and allocate work.
- 5. PERFORMANCE MANAGEMENT** - gain confidence and skills to manage and improve staff performance.
- 6. MANAGING YOURSELF** - improve time and emotional management as foundations for strong leadership in challenging times.
- 7. CREATIVE PRACTICES AND PROBLEM SOLVING** - take control of the process to make better decisions and solve issues consistently.
- 8. LEADING AND MOTIVATING A TEAM EFFECTIVELY** - create a sense of purpose and engage the team for improved results.



“I HAVE WORKED WITH RED ROCK FOR THE PAST 3 YEARS AND HAVE BEEN AMAZED BY THEIR PROFESSIONALISM AND CREATIVITY IN PLANNING ACTIVITIES. HOWEVER, THE REASON WHY I PREFER THEM TO OTHERS IS DUE TO THEIR COMMITMENT TO THE LEARNING OF THE STUDENT. I HAVE WORKED WITH SIMILAR ORGANISATIONS IN THE PAST, BUT HAVE YET TO WORK WITH A GROUP AS **ETHICAL AND PHILOSOPHICALLY SOUND** AS RED ROCK.”

GEORGETOWN UNIVERSITY IN QATAR





FULLY ADAPTABLE SERVICES
THAT **SUPPORT YOUR PEOPLE**
DEVELOPMENT STRATEGY




“THE EVENTS WE’VE
WORKED ON HAVE HAD
SIGNIFICANT IMPACT.”

EMERSON



“THE SESSION WAS HUGE
LY ENGAGING AND REALLY
LEFT STAFF FEELING A
SENSE OF BELONGING AND
TOGETHERNESS.”

KING’S COLLEGE DOHA



**LEARNING
CONSULTANCY**

ABOUT LEARNING CONSULTANCY

Solutions designed to meet the unique and specific demands of your organisation.

We provide a range of services that are fully adaptable to support your people development strategy. These products can be deployed independently or to complement our Programmes, Courses, and Team Building.



BENEFITS

DRIVE CHANGE

Our vastly experienced consultants will provide modern and effective development solutions that have a lasting impact

GAIN INSIGHTS INTO LEADERSHIP CAPABILITIES AND GAPS

Our experts will identify and address development opportunities for your most important managers

HUMAN CAPITAL STRENGTHENED

Ensure great results for your organisation through sharpened people performance

DEMONSTRATE THE BENEFIT OF LEARNING

Measure, understand, and be able to showcase the value of investing in your people

KEY FEATURES

COACHING

Professional and executive coaching for your managers and leaders

PERSONALITY PROFILING

Enable your team to better understand themselves and their colleagues

COMPETENCY ASSESSMENTS

Identify development gaps in your team

BESPOKE WORKSHOPS

Customised training workshops that address specific problem areas that you are facing

WORKING WITH US

INITIAL CONSULTATION

Our team will meet with you to listen to your challenges and understand what you want to achieve

PROPOSE SOLUTIONS

We'll recommend the best solutions to help you to reach your goals

SOLUTION IMPLEMENTATION

We'll deploy a range of sophisticated tools and solutions, and deliver actionable reports

MEASUREMENT OF IMPACT

We'll measure not only the progress of participants but the impact on your business

COACHING

Coaching is a powerful tool for the development of leaders and teams. It fits neatly with our training delivery, helping leaders to immediately apply and experiment with new learning.



We offer a full range of coaching services from our pool of ICF (and equivalent) coaching professionals, based in Doha and overseas. Coaching can be provided as a one-off service or as part of a programme of leadership development.

WORKSHOP DESIGN AND FACILITATION

Many teams have unique and specific needs that are not met through standard training and coaching solutions. We design and facilitate workshops with bespoke experiential exercises and facilitated conversations to support teams in building relationships, developing performance, and working through challenges.

The experiences are shaped to focus on key behaviours that are currently important to the team. Conversations are facilitated to understand how the team performed in the exercise and then to assess workplace practices. This is concluded by identifying steps that can be taken to see the team flourish.



360 DEGREE EVALUATION

Our 360° assessment offers a comprehensive evaluation of participants' strengths and development areas. Utilising the 'Thomas 360 degree' assessment, we gather input from managers, team members, colleagues, and the participants themselves through a customised online survey aligned with your organisational competency framework.

Respondents provide both quantitative ratings and qualitative descriptions to offer a well-rounded view of the manager they are reviewing. All responses are anonymized, generating individual reports that highlight strengths, hidden strengths, areas for improvement, blind spots, and prioritised development needs.

Thomas International assessments are straightforward to understand and quick to use, with rapid results. Thomas International combines technology, psychology and data to translate people's diverse characteristics into easy to understand, easy to action solutions that are accessible to everyone for their recruitment, retention, and development decisions.



COMPETENCY ASSESSMENT AND SIMULATION

Many companies have clearly defined leadership competencies and need support in understanding where their leaders require development and support.

We provide carefully designed business simulation experiences where leaders can be seen working with a team in a safe

environment. Utilising exercises built around construction, problem solving, role play, and similar we can observe and report on a leader's strengths and development areas.





THE BIRKMAN METHOD

The Birkman Method is a scientifically developed, multi-dimensional personality assessment providing insights into individuals' unique behaviour and work satisfaction across different situations

Red Rock International have used the tool in Qatar with various organisations including Hamad Medical Corporation, North Oil Company, Georgetown University, Dolphin Energy, and Texas A&M University.

The workshop is split into two parts. First, you'll learn how to interpret the data of your report, explore ten key motivators, and compare your scores with other team members.

Next, your group will engage in a team exercise on a floor grid that mirrors the report. Participants position themselves based on their report, allowing you to identify similarities and differences within the team.



MYERS-BRIGGS TYPE INDICATOR (MBTI)

The Myers-Briggs Type Indicator® (MBTI®) assessment stands as one of the world's most widely embraced personality assessment tools. Employed by over 88 percent of Fortune 500 companies across 115 nations, the MBTI has established itself as a global standard for personal assessment.

Our delivery team consists of certified Myers Briggs Type Indicator (MBTI) Practitioners with 15+ years of experience in administering the tool with groups of managers, leaders, and professionals.

We use the MBTI assessment as a robust instrument for self-awareness and self-development. It encourages a constructive way to understand and value individual distinctions, giving your team valuable insights for enhanced collaboration and personal growth.



“WE WOULD LIKE TO **COMMEND YOUR COMPANY’S STRONG EXPERIENCE** AND YOUR **HIGH-QUALITY STANDARDS** THROUGHOUT.”

ADIDAS





ENGAGE YOUR ORGANISATION'S DRIVE WITH UNFORGETTABLE EXPERIENCES THAT HAVE HELPED THOUSANDS TO PERFORM BETTER AT WORK



"I WOULD NOT HESITATE IN RECOMMENDING RED ROCK. I WILL DEFINITELY BE CONTACTING RED ROCK AGAIN FOR THEIR SERVICES."

SHERBORNE SCHOOL



"THANK YOU FOR HELPING US HOST A STELLAR EVENT. WE RECEIVED REALLY POSITIVE FEEDBACK FROM MANAGEMENT."

QATARENERGY LNG

TEAM BUILDING

ABOUT TEAM BUILDING

Unforgettable experiences designed to build relationships and unleash the spirit of your team.

Drawing from over 20 years of expertise, we specialise in delivering remarkable team building events that are fun, memorable and leave a lasting impact on your people

With an emphasis on engagement, but with powerful learning outcomes intertwined,

team building with Red Rock International is a unique experience. Choose from one of our many Action, Communication, Construction, or Adventure activities and let us take care of the rest.

A team building event with Red Rock International is certain to be the highlight of your year.

BENEFITS

A FUN EXPERIENCE

Appropriate for all, our events release tensions and cater to your team's varied interests

CREATE LIFELONG RELATIONSHIPS

Create, maintain, and enrich workplace relationships through a memorable shared experience

POWERFUL TAKEAWAYS

Support team evolution through better connections, and encourage greater understanding of team strengths with reflective reviews

IMPROVED ENGAGEMENT

Rest assured that your team's engagement is our priority, ensuring a rewarding experience for all

KEY FEATURES

DEDICATED DELIVERY TEAM

Our team building events will be led by a Senior Trainer, and a team of Support Trainers

FLEXIBLE DELIVERY

We run team building events for groups as small as 10 and as large as several hundred participants

WIDE VARIETY OF OPTIONS

Select the perfect team building event for you from our broad range of options

FULLY MANAGED

Our team will take care of all the details for you, from liaising with your venue of choice to preparing a tailored experience for your organisation

WORKING WITH US

FREE CONSULTATION

We work with you to understand your requirements and budget, and propose the perfect solution for your needs

REMARKABLE EVENT

Sit back and relax as we liaise with your venue, and design and run your team build experience

INSTANT RESULTS

Return to work to find relationships formed and targets realised

BECOME THE OFFICE HERO

Your colleagues will appreciate you for organising the event of the year



ACTION

THE TORCH RACE

Engage your teams and develop solid working relationships

Elevate your team's spirit with our flagship team-building experience, featuring a mix of competition and collaboration as you aim for the highest points. Centred around a giant game board, engage in various challenges that boost mental, physical, and creative skills. Each completed challenge advances your team on the board, promoting inter-team collaboration for success. Ideal for both new and existing members, it's the perfect way to strengthen personal and professional bonds.

PARTICIPANTS



20-300

FOCUS

Relationships &
Teamwork

DURATION



2-4 Hours





ACTION

THE ENERGY MACHINE

Encourage your team to innovate together to achieve success

Ignite your team's creativity by designing and building a large marble run, where each member plays a unique role in its creation. As the track evolves, teams must collaborate to construct a connected DIY pipeline. The culmination of this event sees all teams coming together as the marble rolls through each team's interconnected creations. This engaging activity unites teams, fostering a shared goal and purpose.

PARTICIPANTS



20-100

FOCUS



Collaboration &
Planning

DURATION



3-4 Hours





ACTION

OCTO GAMES

Gift your team an unforgettable experience

Step into the 'Octo Games' experience for a dynamic team building event inspired by a certain hit TV series. This hands-on adventure combines entertainment with real-world skills. We divide your group into pairs for each activity, where timed challenges pit two teams against each other. The top two teams will face off in a final showdown, competing for the coveted title of 'Octo Games' champions. This team build will test and develop your team in a number of key areas such as bravery, perseverance, physical endurance, team-working, and clarity of thought.

PARTICIPANTS



40-200

FOCUS

Competition &
Teamwork

DURATION



2-3 Hours





CONSTRUCTION CRANES

Develop a shared purpose and celebrate success together

Experience the thrill of teamwork as you build a large wooden crane system, tailored for moving delicate items between production lines. This task requires strict adherence to (HSSE) guidelines, ensuring a safe and efficient construction process. Your team's collaboration skills will be put to the test in an exciting finale, where flawless teamwork is essential for the safe transport of valuable cargo. This activity not only strengthens unity within your team but also enhances your ability to tackle complex challenges together.

PARTICIPANTS



20-100

FOCUS



Relationships &
Ownership

DURATION



3-4 Hours





CONSTRUCTION THE LINE CITY

Build a better, more sustainable future

In 'The Line City', sustainability and innovation are at the forefront. Teams are divided to collaborate across five departments, constructing a fully sustainable metropolis complete with electric installations, sewage treatment, cooling, and more. As your team moves into the 'Run Phase', they will demonstrate the functionality of their sustainable city. This challenge highlights an organisation's commitment to green practices and innovation. For teams, it develops skills in collaboration and communication, while emphasising the importance of building a sustainable, future-proof world with technology at its core.

PARTICIPANTS



30-100

FOCUS



Sustainability &
Collaboration

DURATION



3-4 Hours





CONSTRUCTION BRIDGES

Bridge the divide to reach a common destination

In this dynamic team build, groups collaborate to construct large scale wooden bridges while following a precise set of instructions. Using specialised equipment, success lies in the teamwork required to navigate the challenges of each bridge. At first, competitive instincts may hinder progress, but as teams embrace cross-team collaboration, the once seemingly insurmountable task becomes achievable. Participants will emerge from this experience with newly acquired skills and a deeper understanding of the power of teamwork.

PARTICIPANTS



30-200

FOCUS



Communication &
Relationships

DURATION



2-3 Hours





COMMUNICATION AND CREATIVITY

THE BIG PICTURE

Work towards a common goal and vision

Embark on an exciting challenge where conquering mini-tasks will award tokens to unlock giant puzzle pieces. Each team's completion of their puzzle contributes to the grand finale - a large image formed by combining all of the individual puzzles. Partnering with you, we'll customise this image to represent your organisation. Additionally, our trainers will facilitate powerful discussions to bring your desired learning outcomes to life. This innovative and high-energy team building activity not only fosters team spirit, but also leaves a lasting sense of unity, vision for the future, and achievement.

PARTICIPANTS



20-120

FOCUS



Relationships &
Vision

DURATION



2-3 Hours





COMMUNICATION AND CREATIVITY

PRODUCTION UNDER PRESSURE

Become a high-performing team

Dive into an exciting team-building journey where handling pressure leads to victory. Your team will engage in a thrilling challenge, earning tokens and building complex structures, all while navigating a fluctuating market to maximise profits. With a strong focus on good time management and planning, this engaging activity promises a memorable and enjoyable experience for all participants.

PARTICIPANTS



10-100

FOCUS



Planning &
Leadership

DURATION



2-3 Hours





COMMUNICATION AND CREATIVITY

MIXELS

Develop team confidence in negotiation and innovation

Join a lively contest to build a Lego Mixel figure together. Through collaborative efforts you'll assemble the various parts required to bring this creation to life. Strategic negotiations with other teams and the completion of engaging innovation tasks will enable you to secure the missing components. As this team build progresses, you'll witness the transformation of negotiations into laughter.

PARTICIPANTS



6-100

FOCUS



Influence &
Interactions

DURATION



2-3 Hours





COMMUNICATION AND CREATIVITY

COMMUNICATION RUSH

Improve knowledge-sharing and cross-team communication

Immerse your team in a time-sensitive quest to acquire a new skill and seamlessly transfer that knowledge to another team. With the clock ticking, 'Communication Rush' offers a unique opportunity to refine communication strategies and uncover any gaps in understanding. As teams collaborate under pressure, relationships are strengthened, and lasting bonds formed. This team building can also be combined with The Birkman Method™ personality assessment, creating space for self-awareness and understanding of others through a powerful team development workshop.

PARTICIPANTS



12-200

FOCUS



Communication &
Team Dynamics

DURATION



2-4 Hours





ADVENTURE CYBER ESPIONAGE

Save your organisation from cyber disaster

Set forth on a collaborative mission to salvage a compromised database. Rally your team's synergy to conquer a series of 'innovation tasks' and gather vital computer microchips. Through united efforts, teamwork emerges victorious as the database is restored to its former integrity. Prepare for a journey filled with fun, puzzling challenges, and shared accomplishments.

PARTICIPANTS



40-300

FOCUS



Innovation &
Communication

DURATION



3-4 Hours





ADVENTURE

EVERY SECOND COUNTS

Overcome a series of complex challenges to realise your team's potential

Do you want to put your team's time management skills to the test? Then immerse them in the thrilling world of problem-solving under pressure with 'Every Second Counts' which will test your team's mental aptitude to the fullest. Teams must collaboratively work against a ticking clock, navigate a maze of puzzles and riddles, and maintain sharp thinking and clear communication. Each team will receive a tablet with the pre-loaded game, as well as unique challenges that they must solve. This team build is the perfect way to help your team develop problem-solving, creativity, and adaptability. Participants will also practice leadership and time-management in a fun and engaging setting.

PARTICIPANTS



20-100

FOCUS



Communication &
Problem Solving

DURATION



3-4 Hours





ADVENTURE THE CITY RACE

Become a team of explorers and adventurers

Immerse your team in an exhilarating city-wide experience that combines competition with exploration. Guided by an interactive app, your team will partake in a thrilling scavenger hunt, racing against time, and other teams, to visit multiple city landmarks, unveil a secret final destination, and emerge triumphant. This fast-paced activity is a journey that promises adventure, memorable team bonding, skill enhancement, and 'outside of the box' thinking. This team build is available in Doha, and can also be delivered in any major city around the world, offering a unique international experience.

PARTICIPANTS



20-200

FOCUS




Exploration & Competition

DURATION



4-5 Hours





“I WOULD LIKE TO THANK YOU AND YOUR TEAM FOR THE **EXCELLENT PLANNING, FACILITATION, AND EXECUTION** OF THE TEAM BUILDING EXERCISE IN OUR PREMIER LEADERSHIP EVENT MEETING WHICH RESULTED IN A VERY SUCCESSFUL AND ENGAGING EVENT.”

QATARENERGY LNG





TRANSFORM YOUR TEAM WITH
TRAINING THAT HAS ALREADY
HELPED OVER 350,000 PEOPLE



GET IN TOUCH

ENQUIRIES

+974 4464 2249

+974 3305 2142

EMAIL

qatar@redrockinternational.com

WEBSITE

redrockinternational.com

CONNECT ON SOCIAL MEDIA

Instagram: @redrockqatar

LinkedIn: Red Rock International Qatar

ADDRESS

Level 08, Al Jazeera Tower, Conference Centre Street,
West Bay, Doha, Qatar

Registered in Qatar under QFC. Registration number: 00348



+974 4464 2249

LEVEL 8, AL JAZEERA TOWER, CONFERENCE CENTRE STREET,
WEST BAY, DOHA | **QATAR**

QATAR@REDROCKINTERNATIONAL.COM

