



Knowledge Dev. Co s.a.r.l
شركة تنمية المعرفة ش.م.م

Knowledge Development Company



We are a capacity building firm with extensive regional experience in several sectors and thematic areas. Our experts come from different regional and professional backgrounds, and bring more than 150 years of collective experience in delivering development programs and trainings to local, regional, and international organizations and governments.

Our Mission

To support people and organizations enhance their capacity to find and implement innovative solutions to their problems, thus enabling them to overcome the challenges of sustainable development through the sharing and transfer of knowledge and best practices.

Our Vision

To become an active capacity building enabler renowned for its high quality services; committed value oriented team that provides results oriented solutions to organizational and institutional problems.

We offer a comprehensive mix of capacity building interventions in Arabic, English and French, and are constantly developing new products to fit our clients' needs. **Our Core Services include:**

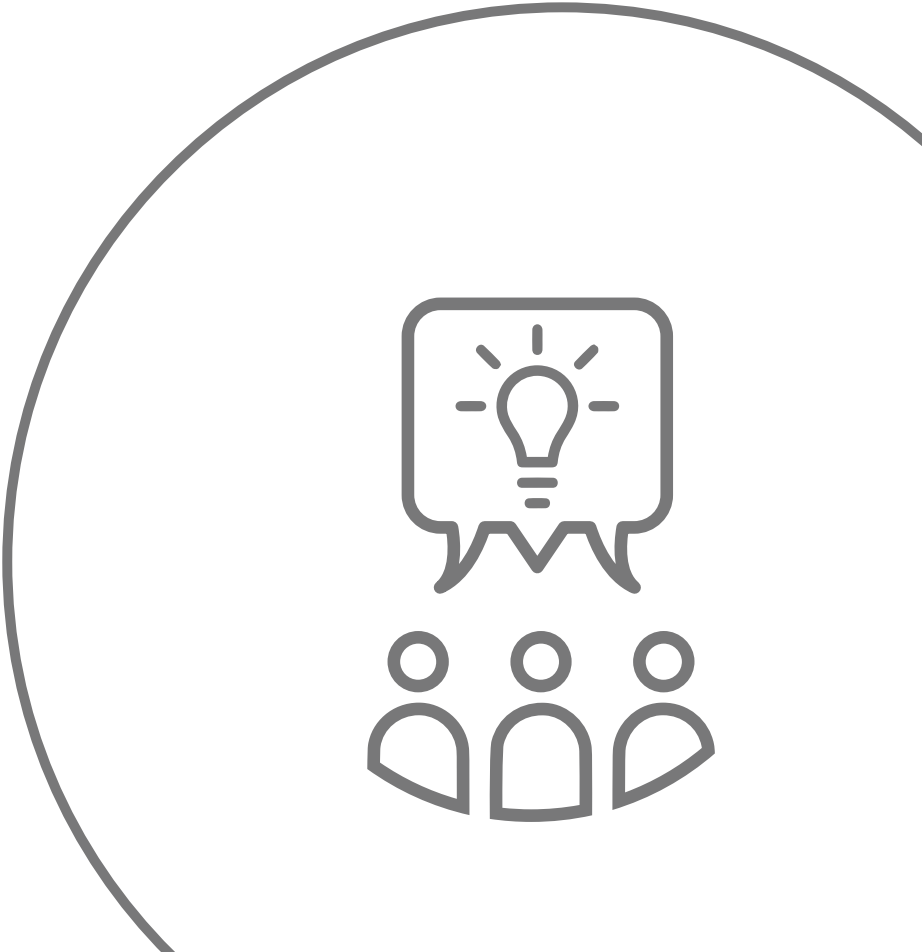
● ● ● **Training**

● ● ● **Institutional Strengthening / Capacity Building**

● ● ● **Program and Project Identification, Formulation, Development, and Monitoring & Evaluation**

● ● ● **Organizational Capacity Assessment / Audit**

Training





Training

We have developed a variety of bespoke training tools and products that our experts have delivered across the MENA region. Our curricula covers a wide range of thematic topics, and is tailored to meet your specific needs and long term development plans.

Thematic Areas

Specialized Topics

- Early Recovery and Livelihood
- Participatory Planning
- Project Design and Proposal Writing
- Youth and Community Mobilization
- Municipal Governance
- SME Operations Development

Management Skills

- Supervisory skills
- Positive Leadership
- Best Practice Appraising

Soft Skills

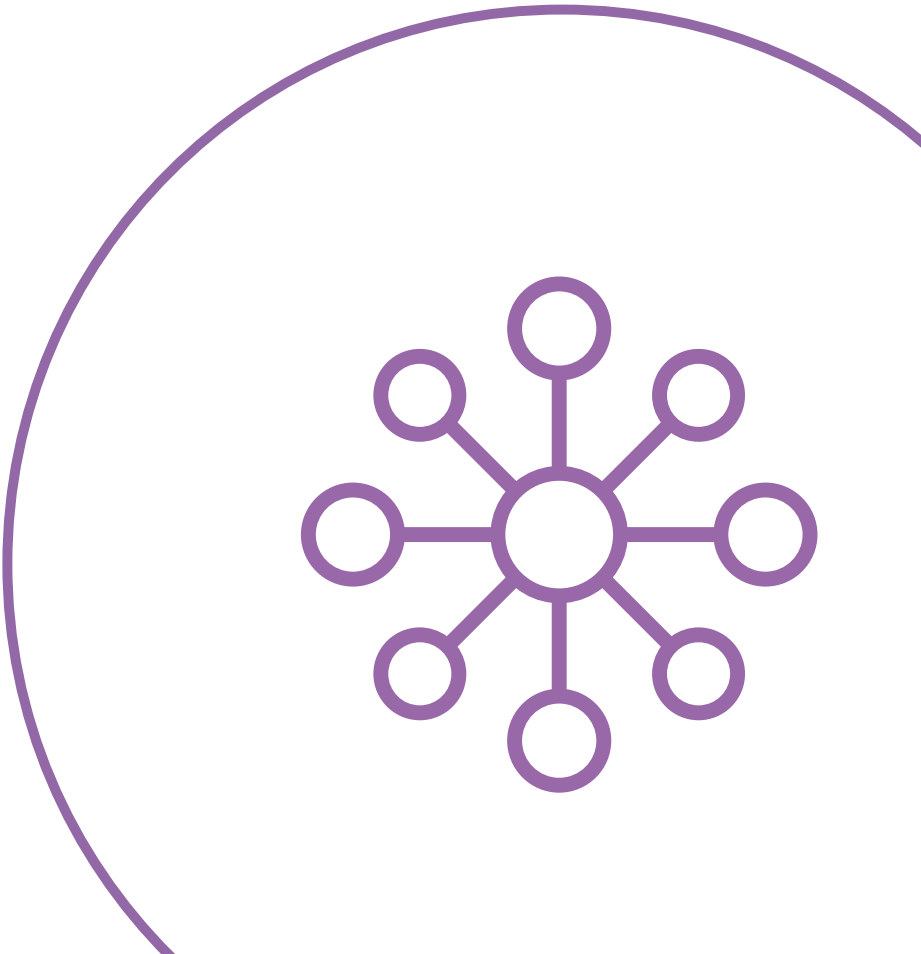
- Emotional Intelligence at Work
- Communication
- Negotiation

Human Resources

- Changing Employee Behaviors
- Designing Succession Planning
- Competency Based, Behavioral Interviewing

We also implement Training of Trainers (ToT) workshops aimed at enhancing the abilities of existing trainers in the design and delivery of training events and the use of specific training packages.

Institutional Strengthening / Capacity Building





Institutional Strengthening / Capacity Building

Having and retaining the right capacities is key to Institutional survival and growth. By bridging capacity gaps and sustaining existing ones, we support you in taking your Institution to a higher level of performance whether you are a; civil society organization, governmental agency, private sector firm or even a municipality or a Parliament.

We adopt an innovative approach to Institutional strengthening that builds on tested interventions to help develop/update your institution's vision and to assist you in setting strategies, structures, systems, and procedures.

We are with you every step of the way

To induce the transformation of your Institution, we assist you in implementing the needed change by providing mentoring and coaching during the formulation and implementation of the plan. This is complemented by interventions to enhance monitoring and evaluation systems in order to ensure that your results and impacts are achieved.

Our Special Strengths

- one** Understanding the organizational culture
- two** Assessing the propensity to change
- three** Adopting participatory approach at all levels
- four** Developing creative solutions to complex problems

Program and Project Formulation, Development, and Evaluation





Program and Project Identification, Formulation, Development, and Monitoring & Evaluation

Our guiding principle is building consensus among stakeholders and ensuring local ownership throughout the whole process.

We support your organization to identify and assess needs in various socio-economic fields that would help you in the identification of specific programs and projects. The identification will ensure the project is relevant to local needs and consistent with the strategy and policy of the relevant country.

We help you in the formulation of the project through providing the following services

- one** Preparation of a detailed project design, including its feasibility and its expected benefits to the target groups and beneficiaries
- two** Preparation of an intervention logic detailing objectives, outputs, related indicators, activities, etc...

Having gained extensive experience and skills in project implementation across various countries and crisis afflicted areas in the region; our expertise will be an asset for your organization during the project implementation phase.

Ensuring your project is on the right track

We provide monitoring and evaluation of projects utilizing several models. We have experience in working with the EU methodology (Project Cycle Management – PCM) and the North American Results Based Management approach. All the while ensuring respect for regional, local, and cultural specificities.

Organizational Capacity Assessment / Audit





Organizational Capacity Assessment / Audit

Improving performance starts with an assessment,
whether institutional or individual

Capitalizing on our in-depth experience, we have invested in developing an up-to-date assessment toolbox that is relevant and appropriate to our region.

Institutional Audits

We have developed an organizational and systems audit approach that gives your management team an understanding of their organizational culture, knowledge, threats and challenges, opportunities, and human resources. We strive to provide the best advice to your senior management, to make the most appropriate decisions, mitigate risk, and reach their potential in an ever changing environment.

Individual Assessments

We have established a strategic partnership with Profiles International®(PI) that has enabled us to conduct assessments using PI's renowned on-line platform and tools.

We have gained considerable experience in building a Development Assessment Center for a regional Construction Services Company and a Recruitment Assessment Center for a Pharmaceutical Multinational.

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