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**Interesting Articles:**

- [The Benefits of Hiring a Manager with Military Experience...\[Read more\]\(#\)](#)
- [The Day Income Gaps Were Finally Capped...  
\[Read more\]\(#\)](#)
- [End of gas boom saps confidence in Qatar...\[Read more\]\(#\)](#)

**Ongoing Assignments:**

- [Finance Manager – Telecom](#)
- [Commercial Director – Food & Beverage](#)
- [Strategy and Planning Associate – Insurance](#)
- [Head of Supply Chain – MEA – IT/Telecom](#)

**Find Us**[BM MANAGEMENT COMPANY PROFILE](#)[BM MANAGEMENT CONSULTANCIES PROFESSIONALS](#)[BM MANAGEMENT HUMAN CAPITAL CONSULTANCY](#)[BM MANAGEMENT BUSINESS/CORPORATE FINANCE MANAGEMENT](#)[OUR VALUES](#)[CONTACT US](#)**Welcome to our 2nd Newsletter!!!****We would like to keep on sharing our PASSION with YOU!!!**

We would like to share with you how Training & Development is critical to not only increase but sustain the performance of your company. As all companies are different, we do not propose generic training programmes that we “copy” and “paste” to all our clients. Indeed, the cultural part is essential in our multi-cultural environment in the Gulf and we cannot apply the best practices that are in place in the US or in Western Europe because the people are different.

That is why we are going to explain you how we tackle Learning & Development issues in this newsletter so it can give you ideas of what you have been doing well and what you may not. Our humble approach pushes us to carefully listen to our new clients in order to really understand their concerns so we can figure out tailor-made solutions.

Last month, we talked about why and when you should use a retained recruitment process and next month, we will be giving you some tips on what to do when you are proposed an opportunity over the phone (as a candidate this time).

Warm regards,

Zoran Marinkovic

Managing Partner – BM Management Consultancies

**Breaking News**

BM Management Consultancies takes on a new partner to lead on a different type of Training and Development – one with a Military bent. A 20 year career in the British Army, **Darryn Maxwell** was a military officer who worked alongside a group of high caliber professionals who were dedicated to collective performance, whilst striving to maintain an excellent esprit de corps. He says “People were at the core of our existence: without them the Army couldn’t do its job. We followed our duty of care to train, develop and enhance our people. Teamwork, loyalty, courage and commitment were all by words of our essence”.

He brings with him his experience of training people for a unified purpose, specifically focusing on Leadership and Team Building, with a unique set of exercises that make training dynamic, fun and challenging...[Read More about Darryn's Background](#)

**Why Bespoke Training and not General Programmes Implemented by Certified Practitioners?**

Ever wonder why executives complain that staff fall back to the same levels of efficiency after attempts to improve individual or team performance through coaching, skill-building workshops and team building retreats? People prove resistant to change, even when they think they want it.

Before beginning any training designs, the first task is to define the requirement. Only once this is clear, can an initial investigation of the analysis, design and development process begin. It is often referred to as a Scoping Study. It answers the question, is training required? If the answer is yes, the scoping study will produce a set of agreed Terms of Reference (TOR), which must be agreed and understood by the sponsor, stakeholders and people undertaking the activity. Having established training is required and produced some TOR, a Needs Analysis is conducted which begins the process of examining the job. Two methodologies can be employed to conduct a Needs Analysis; Competency Analysis or Job Analysis.

The Job Analysis process identifies the job tasks, operating conditions and any critical environmental factors associated with a job. Job Analysis leads to the production of the Operational Performance Statement. Training Design is a systematic process producing training objectives (TOs) from the tasks identified in the OPS. And so the process continues until the right training is delivered by instructors.

BM Management Consultancies has a qualified instructor with experience not just in designing training and its delivery, but particularly experience as a Training Manager. This experience allows an understanding an organization's aims and what's required to make sure people's behaviors are changed appropriately to improve levels of efficiency.

**Meet BM Management Consultancies**

BM Management Consultancies was founded in May 2007 in Dubai, United Arab Emirates to help and support our clients in setting-up in the Middle East, in recruiting the right people, in finding the right partner in the Middle East, in developing their employees and in managing their financials and their accounts.

As a matter of fact, we are Management Consultants so we aim to help companies to improve and enhance their performance through Executive Search, Training & Development for their managers and their Top Management, Executive Coaching, and Business/Corporate Finance Management in order to optimize their organization, their business model, their shareholding, their capital structure and enhance their Management leadership skills.

In order to better serve our clients, we have three distinct divisions: Executive Search, Training & Development and Corporate Business/ Corporate Finance Management...[Click Here to Download our E-brochure](#)