



CATALOGUE 2023

KEEP YOUR ORGANIZATION COMPETITIVE

- By continuous leadership
and employee development



PREPARED BY
Monta sir Benali



A handwritten signature in white ink on a dark blue background, reading "Monta sir Benali".



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Mission and Vision



Mission

To enhance organizational outcomes and performance through the provision of customized, skill-based training programs that establish supportive work atmospheres for both managers and employees, promoting sustainability.

Vision

We believe that we need a more sustainable and positive business cultures, where we all feel motivated through the day and feel proud at the end of the day with what we have accomplished.

A workplace where everyone is excited to go to work in the same way they are excited to spend their Saturday evenings.

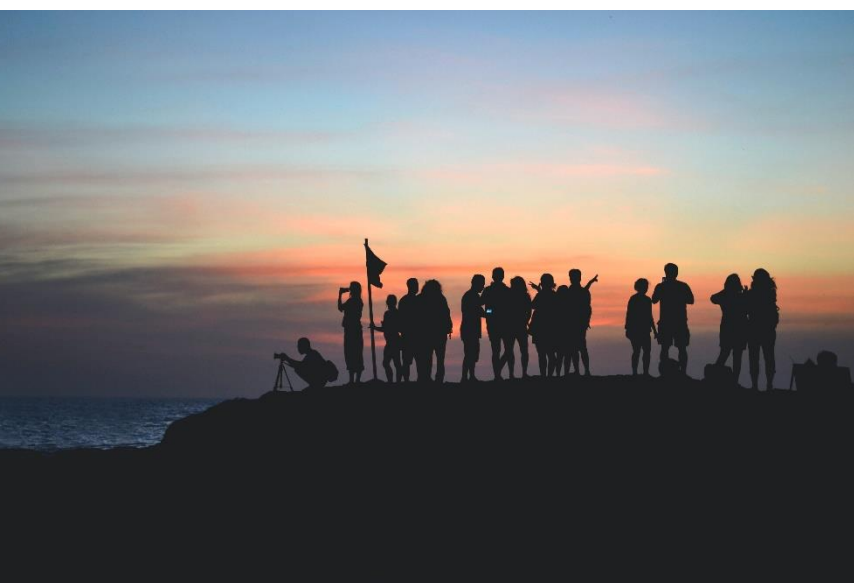


WHY IS COMPANY COACHING IMPORTANT?

A team is composed of individuals brought together for a shared objective, usually with designated roles and clear objectives. Teams are expected to accomplish more than what an individual can achieve on their own. However, teams often face challenges and may produce unsatisfactory results or even fail. Commonly, teams fall into problematic patterns and experience unresolved conflicts.

The objective of company coaching is to guide a company in maximizing its resources by making them visible and teaching optimal utilization, both as a group, individually, and as a company, allowing the organization to remain competitive and adaptable to change.

The aim of business coaching is to enhance the company's culture, employee satisfaction, productivity, and overall results in alignment with its strategy. This can include one-on-one sessions, group meetings, and workshops tailored to meet the company's specific needs.



**MOVING FORWARD
WITH CONFIDENCE -
*TOGETHER***

WHY IS EMPLOYEE COACHING IMPORTANT?

The objective of the activities listed in the catalogue is to support leaders and teams from various organizations and departments in achieving their goals, while fostering a sustainable atmosphere that promotes involvement, team wellness, and achievement.

This process aims to align teams towards a shared purpose, develop a motivating vision, build strong and defined team relationships, ensure accountability for both actions and results, and make decisions that support both team and organizational goals. It cultivates a culture of responsibility, commitment, and motivation.

EMPLOYEE COACHING HELPS:



Build a highly efficient and productive workforce



Increase performance, motivation and commitment



Increase employee resiliency and adaptability to stay competitive








Create a culture of individual responsibility and adaptability



Employee development and retention

"WHY IS EMPLOYEE MOTIVATION AND COMMITMENT IMPORTANT?"

Committed employees make a difference to the overall performance of their business. According to Gallup's * analysis 2021, committed employees provide:

	23% increase in profitability
	18% increase in productivity
	10% increase in customer loyalty
	81% decrease in absenteeism
	43% decrease in employee turnover

*<https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx>

PROGRAM OVERVIEW



LEADERSHIP COACHING



TEAM COACHING



EMPLOYEE COACHING (1:1)



CAREER COACHING



GENERAL COACHING (1:1)



TEAM COACHING

- Maximum Focus

The Maximum Focus workshop is designed to help individuals increase their ability to concentrate and stay focused on tasks, even when distractions are present. The workshop is interactive and provides participants with practical strategies and tools they can use to enhance their focus.

The workshop will begin with an introduction to the importance of focus and its impact on productivity and success. Participants will also learn about the common barriers to focus and how to identify them.

The workshop will then move on to practical exercises and techniques that can be used to improve focus. Participants will learn about different types of focus, such as sustained attention and selective attention, and how to develop each type. The workshop will cover a range of strategies for improving focus, including time management techniques, goal setting, and mindfulness practices.

Throughout the workshop, participants will have the opportunity to practice the strategies they have learned and receive feedback from the facilitator and other participants. There will also be time for group discussion and reflection, allowing participants to share their experiences and learn from each other.

By the end of the workshop, participants will have a better understanding of their own focus strengths and weaknesses and have a range of practical tools they can use to improve their ability to concentrate and stay on task. They will also have a greater appreciation of the benefits of focus, such as increased productivity and reduced stress levels.

Length Part time (4 months)	Workshop 2 Session (2 days)	Update Meetings 2 sessions (1h)	Languages English / Danish
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TEAM COACHING

- Commitment

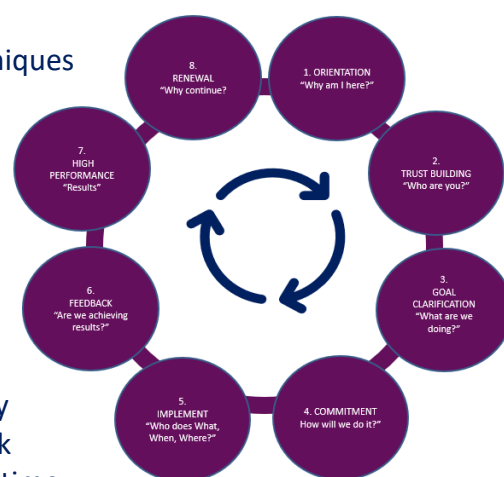
The Team Commitment workshop is designed to help teams work more effectively together by building a stronger sense of commitment to common goals and objectives. The workshop is interactive and provides participants with practical strategies and tools they can use to enhance their commitment to the team and its objectives.

The workshop will begin with an introduction to the concept of commitment and its importance in team dynamics. Participants will learn about the factors that influence commitment and how to measure it within a team.

The workshop will then move on to practical exercises and techniques that can be used to enhance team commitment. Participants will learn about the different types of commitment, such as affective commitment and normative commitment, and how to cultivate each type within the team. The workshop will cover a range of strategies for building commitment, including goal setting, team building activities, and communication practices.

Throughout the workshop, participants will have the opportunity to practice the strategies they have learned and receive feedback from the facilitator and other team members. There will also be time for group discussion and reflection, allowing team members to share their experiences and learn from each other.

By the end of the workshop, team members will have a better understanding of their own commitment strengths and weaknesses and have a range of practical tools they can use to build commitment within the team. They will also have a greater appreciation of the benefits of commitment, such as increased team cohesion, improved performance, and greater job satisfaction.



Team performance and commitment model

Length

Part time (1 month)

Workshop

2 sessions (2 days)

Update Meetings

2 sessions (1 time)

Languages

English / Danish



TEAM COACHING

- Empowerment

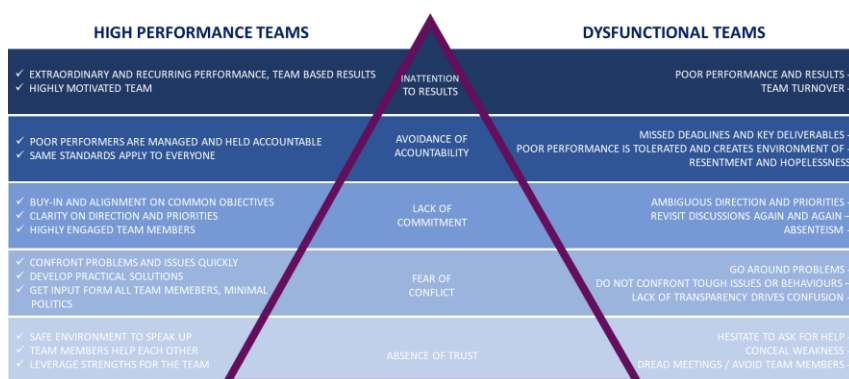
The Team Empowerment workshop is designed to help teams work more effectively together by building a sense of empowerment and ownership within the team. The workshop is interactive and provides participants with practical strategies and tools they can use to enhance their sense of empowerment and ability to take ownership of their work.

The workshop will begin with an introduction to the concept of empowerment and its importance in team dynamics. Participants will learn about the factors that influence empowerment and how to measure it within a team.

The workshop will then move on to practical exercises and techniques that can be used to enhance team empowerment.

Participants will learn about the different types of empowerment, such as psychological empowerment and structural empowerment, and how to cultivate each type within the team.

The workshop will cover a range of strategies for building empowerment, including communication practices, decision-making processes, and leadership styles.



Source: Patrick Lencioni

Throughout the workshop, participants will have the opportunity to practice the strategies they have learned and receive feedback from the facilitator and other team members. There will also be time for group discussion and reflection, allowing team members to share their experiences and learn from each other.

By the end of the workshop, team members will have a better understanding of their own empowerment strengths and weaknesses and have a range of practical tools they can use to build empowerment within the team. They will also have a greater appreciation of the benefits of empowerment, such as increased job satisfaction, improved performance, and greater innovation and creativity.

Length

Part time (6 months)

Workshop

3 sessions (2 + .5 days)

Update Meetings

3 sessions (1h)

Languages

English / Danish



LEADERSHIP COACHING

The Leadership Coaching Program is a comprehensive coaching program designed to help individuals develop and enhance their leadership skills. The program is tailored to meet the specific needs and goals of each individual and provides one-on-one coaching sessions with an experienced leadership coach.

The coaching sessions cover a range of topics, including leadership styles, communication skills, team management, conflict resolution, and goal setting. The sessions are interactive and provide the individual with practical tools and strategies that they can apply to their leadership role. Our sessions are designed around our LSC model (Leadership Circle), which takes into account all aspects of your leadership and personal development.

In addition to one-on-one coaching sessions, the program may also include group sessions, feedback from colleagues and subordinates, and developmental activities. The program is designed to be flexible and can be adjusted based on the individual's progress and changing needs.

Throughout the program, the coach provides ongoing support and feedback to help the individual develop and enhance their leadership skills. The program is conducted over a period that allows sufficient time for the individual to apply the skills and strategies they have learned and to make sustainable changes in their leadership style.

By the end of the program, the individual will have a greater understanding of their leadership values, strengths and weaknesses and have a range of practical tools and strategies they can use to enhance their leadership effectiveness. Tools that have been proven effective, with a track record of success among over 3.000+ individuals.



Length Part Time (9 weeks)	Lectures Weekly (1.5h)	Coaching Weekly (1h)	Languages English / Danish
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EMPLOYEE COACHING

The Employee Coaching Program is a coaching program designed to help employees enhance their skills and performance in their current role. The program is tailored to meet the specific needs and goals of each employee and provides one-on-one coaching sessions with an experienced coach.

The program begins with an initial consultation where the coach and employee discuss the employee's goals and aspirations. Based on this consultation, the coach designs a customized coaching program that is tailored to the employee's specific needs and in accordance with the organizational requirements.

The coaching sessions cover a range of topics, including time management, communication skills, conflict resolution, and goal setting. The sessions are interactive and provide the employee with practical tools and strategies that they can apply to their work.

In addition to one-on-one coaching sessions, the program may also include assessments, feedback from colleagues, and developmental activities, such as attending workshops or conferences. The program is designed to be flexible and can be adjusted based on the employee's progress and changing needs.

Throughout the program, the coach provides ongoing support and feedback to help the employee develop and enhance their skills and performance. The program is typically conducted over a period that allows sufficient time for the employee to apply the skills and strategies they have learned and to make sustainable changes in their work performance.

By the end of the program, the employee will have a greater understanding of their strengths and weaknesses and have a range of practical tools and strategies they can use to enhance their job performance. They will also have a greater sense of confidence in their abilities and be better equipped to achieve their goals and contribute to the success of the organization.

Length	Lectures	Coaching	Languages
Part time (3 months)	2 sessions (1.5h)	6 sessions (1h)	English / Danish



CAREER COACHING

The Career Coaching Program is a coaching program designed to help individuals navigate their career path, develop their professional skills, and achieve their career goals. The program is tailored to meet the specific needs and goals of each individual and provides one-on-one coaching sessions with an experienced career coach.

A program that your company can offer to recently laid-off employees to help them secure a fulfilling new job. This is a demonstration of your appreciation for their loyalty and your support during their career transition.

The program begins with an initial consultation where the coach and individual discuss the individual's career goals and aspirations. Based on this consultation, the coach designs a customized coaching program that is tailored to the individual's specific needs.

The coaching sessions cover a range of topics, including career exploration, goal setting, job search strategies, resume and cover letter writing, interview preparation, and networking skills. The sessions are interactive and provide the individual with practical tools and strategies that they can apply to their career development.

In addition to one-on-one coaching sessions, the program may also include assessments, feedback from colleagues and mentors, and developmental activities, such as attending workshops or conferences. The program is designed to be flexible and can be adjusted based on the individual's progress and changing needs.

Throughout the program, the coach provides ongoing support and feedback to help the individual develop and enhance their professional skills and achieve their career goals. The program is typically conducted over a period that allows sufficient time for the individual to apply the skills and strategies they have learned and to make sustainable changes in their career development.

By the end of the program, the individual will have a greater understanding of their career aspirations, strengths and weaknesses, and have a range of practical tools and strategies they can use to achieve their career goals.

Length	Lectures	Coaching	Languages
Part time (6 weeks)	2 sessions (1.5h)	6 sessions (1h)	English / Danish



LIFE COACHING

The Employee Life Coaching Program is a coaching program designed to help employees navigate various challenges and transitions in their personal and professional lives. The program is tailored to meet the specific needs and goals of each employee and provides one-on-one coaching sessions with an experienced life coach.

A program that your company can offer to employees facing challenging circumstances, such as conflicts with co-workers, poor collaboration, burnout, stress, etc.

The program begins with an initial consultation where the coach and employee discuss the employee's personal and professional goals and aspirations. Based on this consultation, the coach designs a customized coaching program that is tailored to the employee's specific needs.

The coaching sessions cover a range of topics, including work-life balance, stress management, personal growth and development, relationships, and wellness. The sessions are interactive and provide the employee with practical tools and strategies that they can apply to their personal and professional lives.

In addition to one-on-one coaching sessions, the program may also include assessments, feedback from colleagues, and developmental activities, such as attending workshops or conferences. The program is designed to be flexible and can be adjusted based on the employee's progress and changing needs.

Throughout the program, the coach provides ongoing support and feedback to help the employee navigate challenges and transitions in their personal and professional lives. The program is typically conducted over a period of several months to allow sufficient time for the employee to apply the skills and strategies they have learned and to make sustainable changes in their lives.

By the end of the program, the employee will have a greater understanding of their personal and professional goals and aspirations, strengths and weaknesses, and have a range of practical tools and strategies they can use to achieve a better work-life balance, manage stress, enhance their personal growth and development, improve their relationships, empower them to tackle challenging tasks without the risk of burn out and increase their overall wellness.

Length	Analysis	Coaching	Languages
Part time (3 months)	1 sessions (2h)	6 sessions (1h)	English / Danish

WORKSHOP OVERVIEW



TIME MANAGEMENT



MASTERING SELF LEADERSHIP



WIN AS A **ONE** TEAM



CULTIVATING PSYCHOLOGICAL SAFETY



CHUNK-SIZE MODULES



TIME MANAGEMENT

The Time Management Workshop is a training program designed to help individuals improve their productivity and effectiveness in managing their time. The workshop typically includes a combination of lecture-style presentations, interactive exercises, and group discussions.

The workshop begins by exploring the key concepts and principles of time management, such as prioritization, goal-setting, and delegation. Participants then learn practical tools and strategies for managing their time more effectively, such as creating to-do lists, breaking tasks into smaller, manageable steps, and avoiding common time-wasters.

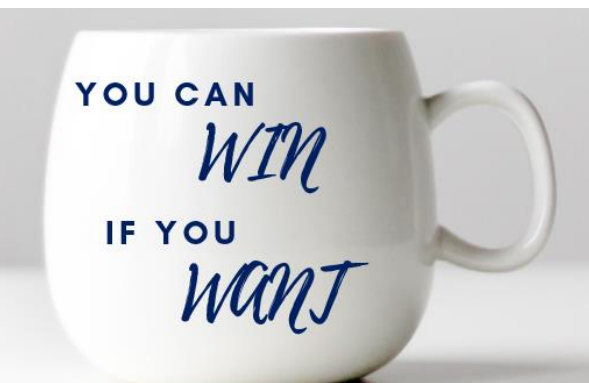
Throughout the workshop, participants have the opportunity to practice and apply the tools and strategies they have learned. They may also receive personalized feedback and coaching from the facilitator or other participants.

In addition to learning practical tools and strategies, the workshop may also address common challenges and obstacles to effective time management, such as procrastination, the myth of multitasking, and managing interruptions.

By the end of the workshop, participants will have a greater understanding of how to manage their time more effectively and be better equipped to prioritize tasks, set goals, and increase their productivity. They will also have a range of practical tools and strategies they can apply to their work and personal lives to help them achieve a better work-life balance and reduce stress.

Additionally, if your company uses Microsoft Outlook, the workshop can be tailored to show you how to use it efficiently for a more productive day, week, month, and year.

Length 1 session (1 day)	Type Physical / Online	Languages English / Danish
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MASTERING SELF LEADERSHIP

The Mastering Self Leadership Workshop is a training program designed to help individuals overcome the habit of delaying or postponing tasks, which can negatively impact productivity, stress levels, and overall well-being. The workshop typically includes a combination of lecture-style presentations, interactive exercises, and group discussions.

The workshop begins by exploring the causes and consequences of procrastination, including common excuses and rationalizations that prevent individuals from taking action. Participants then learn practical tools and strategies for overcoming procrastination, such as understanding their own capacity, setting realistic goals, breaking tasks into smaller, manageable steps, and developing effective time management habits.

Throughout the workshop, participants have the opportunity to practice and apply the tools and strategies they have learned. They may also receive personalized feedback and coaching from the facilitator or other participants.

In addition to learning practical tools and strategies, the workshop may also address common challenges and obstacles to overcoming procrastination, such as fear of failure, perfectionism, and lack of motivation.

By the end of the workshop, participants will have a greater understanding of how to overcome procrastination and be better equipped to prioritize tasks, set goals, increase their productivity, and avoid the pitfalls of falling back into old behaviour. They will also have a range of practical tools and strategies they can apply to their work and personal lives to help them achieve a better work-life balance and reduce stress.

Length
1 session (1 day)

Type
Physical / Online

Languages
English / Danish



WIN AS ONE TEAM

The Win as a Team Workshop is a training program designed to help individuals develop the skills and strategies necessary to work effectively as part of a team. The workshop typically includes a combination of lecture-style presentations, interactive exercises, and group discussions.

Employers who understand the advantages and challenges of teamwork in the workplace acknowledge that creating high-performing teams requires effort. Teams require guidance, organization, and monitoring to succeed. Team leaders must be mindful of common team challenges and act early to avoid a decline in team morale and productivity.

The workshop begins by exploring the key elements of successful teamwork, such as communication, collaboration, responsibility and trust. Participants then learn practical tools and strategies for working effectively as part of a team, such as active listening, providing feedback, and conflict resolution.

Throughout the workshop, participants have the opportunity to practice and apply the tools and strategies they have learned. They may also receive personalized feedback and coaching from the facilitator or other participants.

In addition to learning practical tools and strategies, the workshop may also address common challenges and obstacles to successful teamwork, such as misunderstandings, competing priorities, and lack of accountability.

By the end of the workshop, participants will have a greater understanding of how to work effectively as part of a team and be better equipped to communicate, collaborate, and achieve shared goals. They will also have a range of practical tools and strategies they can apply to their work and personal lives to help them build stronger relationships and increase their overall effectiveness as part of a team.

Length 1 session (1 day)	Type Physical / Online	Languages English / Danish
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CULTIVATING PSYCHOLOGICAL SAFETY

The Cultivating Psychological Safety Workshop is a transformative training program designed to empower individuals with the skills and strategies needed to foster psychological safety in the workplace. Much like successful teamwork, creating an environment of psychological safety takes deliberate effort and commitment.

Employers recognize that nurturing psychological safety is essential. Common challenges, such as fear of speaking up or a lack of trust, can erode team morale and productivity if not addressed proactively.

The workshop blends informative presentations, interactive exercises, and thought-provoking group discussions to provide a comprehensive learning experience.

The workshop begins by exploring the key elements of foundations of Psychological Safety, where we will begin by looking into the fundamental aspects of psychological safety, including communication, trust, and responsibility. Participants gain hands-on experience in applying practical tools such as active listening, constructive feedback, and effective conflict resolution.

Throughout and between the workshops, participants actively practice these tools, receiving valuable feedback and personalized coaching from skilled facilitators and peers. The workshop may also address common challenges and obstacles like misunderstandings, competing priorities, and accountability issues, equipping participants with the skills to address these challenges.

By the workshop's conclusion, participants will have a greater understanding of Psychological Safety and gain a deep understanding of the concept and importance of psychological safety in the workplace. The team will be better equipped to communicate, collaborate, and build trust within their teams. They will also have a range of practical tools and strategies applicable both professionally and personally to foster stronger relationships and boost overall effectiveness as part of a team.

Length Part time (8 weeks)	Workshop 6 modules	Type Physical / Online	Languages English / Danish
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CHUNK SIZE MODULES

A comprehensive solution to address the training needs of any team, with "bite-sized" learning modules available at frequent intervals. These modules can be delivered alongside other programs, offering a versatile and customized approach to business skills development.

Each module consists of a 1-hour session, which can be conducted in-person or online.

Examples of learning modules:

- *Employee Engagement*
- *Lead with Purpose*
- *Managing Conflicts and Difficult Behaviour*
- *The Patterns of People*
- *Time Management*
- *Practical Performance Management*
- *Steps to a Winning Team*
- *Managing Uncertainty*
- *Leading with Style*
- *The First Time Supervisor*
- *Steps to Empowerment*
- *Steps to Trust*
- *Productive Meetings*
- *Situational Service*
- *Stop procrastinating and achieve high results*

Length (per subject)
1 session (3h)

Type
Physical / Online

Languages
English / Danish

KEEP YOUR ORGANIZATION COMPETITIVE

A SELECTION OF CUSTOMERS AND PARTNERS

postnord

SEMLER

ballisager

 **LIFE** | Europe
EXTENSION[®]
The Science of a Healthier Life[®]

 **IDA**
Proces[™]


Coach Solutions[®]

 **LokalBolig**

 **upperedge**
academy

 **Digea**


CISCO[™]

nevision

MERATECH

BRIDGE  **TECHNOLOGIES**[™]

 **ST Engineering**

Nilesat


vgp
A member of GVM Technology Alliance

Liv i Balance

 **MSB**

Customer Testimonials



CLAUS KLEIN-IPSEN

Sales Director
- PostNord Strålfors

"I have had the pleasure of working with Monta as an external consultant. Monta comes with great practical experience, has an empathetic and listening personality, engages in the challenges, the team and the individual. Monta is passionate about helping teams achieve their results.

Monta has inspired us and given us tools to keep the right focus and be more realistic about our action plans, how we implement them step by step and achieve success - as a team.

I would always highly recommend Monta. He will have a significant and positive impact on every team he works with."



SIBGHATULLAH AMADID

Head of Analytics and Data Science
- Semler Gruppen

"After 4 months of coaching with Monta, divided into 6 sessions, I have increased my job satisfaction, my efficiency and my focus on achieving my real goals.

Monta actively listens, supports, provides good sparring and asks the right questions... and creates fertile ground for you to solve the challenges that hold each of us back from achieving and realizing our goals and potential. It has really been an eye opener.

I can warmly recommend Monta for every coaching course, both personally and also for team coaching."



SIMONE SUMERS

Digital CEO
- Video Onboarding

"I have been coached by Monta and worked with him where I had him come in as an expert speaker in my Online Mastermind and I can highly recommend working with Monta. He has this incredible way of making you feel very comfortable and at ease while you are working outside of your comfort zone, which helps you improve and reach your goals a lot quicker.

Monta has personally helped me reach several goals through 1:1 coaching sessions and I have seen the impact he had on my Online Mastermind group as an expert speaker, which was just amazing. If you or your company are looking to work with a coach to take your life or business to the next level, then working with Monta is the perfect way to get you there"



HAMZA DEIRI

Account Manager
- Taconic Biosciences

"Monta was my Coach for while. He has one of the brightest mind that I have seen, with great abilities to listen and observe to direct the solution to fit the situations perfectly.

I have enjoyed the period i was coached and taught by Monta. I wish you the absolute best in your life and career and hope to working with you again. All the best."

KEEP YOUR ORGANIZATION COMPETITIVE

My name is Monta sir Benali:

With over 20 years of experience in a globally-focused sales atmosphere, I have provided guidance to numerous Fortune 500 companies and European governments both as a team member and leader.

I help companies in establishing a supportive work atmosphere and culture for both their managers and employees, promoting continuous outstanding performance through inspiration and dedication, avoiding excessive hours, exhaustion, and stress.

Throughout my experience, I have mentored teams to achieve high levels of motivation and productivity, enabling them to consistently deliver results and provide efficient services to our partners and customers in both the EMEA and APAC regions.

Throughout my career, I have led and facilitated workshops in both the EMEA and US markets and was honoured with a "Making A Difference" global award in Las Vegas. This award embodies my role as a coach, to bring about positive change for you, your team, and your organization.



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