SPIRIT MIND & BODY
COACHING & CONSULTANCY

FMCG GROUP – KUWAIT

Kuwait · 2020 – 2023

Culture Transformation & Team Development



60%

Leadership Performance Improvement · 40% Retention Increase · 75% Communication Improvement

Real engagement. Measurable outcome. Delivered through the Sovereign Protocol ™

The Challenge & Solutions

THE CHALLENGE

Low Employee Engagement

Teams disconnected from organizational goals and leadership vision.

Silo Mindset

Poor cross-departmental communication blocking collaboration.

No Performance System

Absence of structured KPIs, competency framework, or succession plan.

Culture Misalignment

Organizational culture not aligned with strategic growth objectives.

THE SOVEREIGN SOLUTION

Spirit – Culture Reset

Comprehensive culture assessment: 15 focus groups, 75 interviews, 5 surveys. Defined 5 core values with behaviors.

Mind – Strategy Architecture

Built 24-competency framework. Implemented performance management system across 5 divisions.

Body – Execution Systems

Talent pool assessment. Succession planning: 2 successors per role. 50+ training programs in 2 years.

Organizational Redesign

5 new job families. 100+ tailored job descriptions. 20 engagement programs implemented.

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The Numbers That Changed Everything

60% Leadership Performance

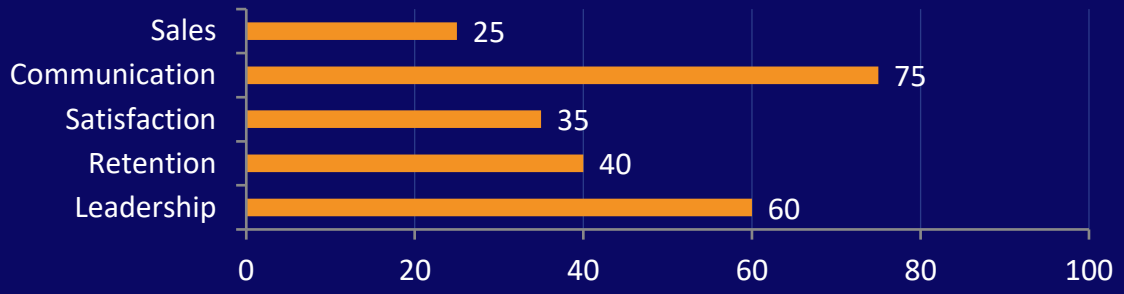
40% Employee Retention

35% Employee Satisfaction

75% Internal Communication

25% Sales Team Performance

30% Employee Engagement



Ready to close your execution gap?

https://calendly.com/omarahosn/sovereign-audit

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