SPIRIT MIND & BODY
COACHING & CONSULTANCY

INTERNATIONAL NGO – LEBANON

Lebanon · 2023 – 2024

Strategic Planning & Talent Development



7 Days

5-Year Strategic Roadmap · Talent Management Program · Change Management Plan

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

The Challenge & Solutions

THE CHALLENGE

No Strategic Roadmap

Lack of a clearly defined plan aligning mission, vision, and values with long-term organizational goals.

Change Adaptation Difficulty

Unable to adapt to evolving beneficiary needs and the shifting socio-political landscape in Lebanon.

Talent Retention Crisis

No system to identify, nurture, or retain top talent critical to sustained program success.

Fundraising & Donor Gaps

Insufficient donor engagement and fundraising initiatives are limiting organizational impact and reach.

7-DAY INTENSIVE SOVEREIGN PROGRAM

Spirit – Mission & Values

Crafted a mission statement and core values. Full SWOT analysis at the organizational level.

Mind – 5-Year Strategic Roadmap

Set strategic objectives, short/mid-term goals, and action plans with an evaluation framework.

Body – Change Management

Designed human response strategies. Stress management and communication techniques.

Talent Development Program

Competency-based talent management. Coaching, mentoring, and leadership development pathways.

SPIRIT MIND & BODY
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7 Days. Three Transformational Deliverables. Measurable Clarity.

5-Year Strategic Roadmap

- ✓ Mission, vision & values defined
- ✓ Strategic objectives set with KPIs
- ✓ Short, mid & long-term action plans
- ✓ Evaluation & accountability framework

Talent Management Program

- ✓ Competency-based talent mapping
- ✓ Identify & develop high-potentials
- ✓ Coaching & mentoring pathways
- ✓ Retention system implemented

Change Management Plan

- ✓ Human response strategy designed
- ✓ Stress management protocols
- ✓ Stakeholder communication plan
- ✓ Measurable change milestones set

THE SOVEREIGN IMPACT – DELIVERED IN 7 DAYS

- Motivated and skilled workforce – capable of delivering impactful programs independently
- Enhanced staff capacity, morale, and retention through clear career development pathways
- Increased program delivery effectiveness and operational efficiency across all teams
- Sustainable organization with a clear 5-year vision, strategy, and accountability structure

https://calendly.com/omarahosn/sovereign-audit | www.smb-mena.com

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