WiN®

WIN Human Resource Solutions

QUALITY PRODUCT OF WAYLUS MANAGEMENT LTD.

TURNING LEADERSHIP INTO A HABIT OF PERFORMANCE

"INFLUENCE – GUIDE – MOTIVATE"

8 Weeks of blended modules with

70 Training Videos | 67 Podcasts | 36 Exercises | 14 Live Coaching Sessions & More

PACT FOR SKILLS Leader

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Course Modules

01	Self-Awareness and Leadership
02	Influence, Motivate, Resolve
03	Culture, Learning, and Practice
04	Change Happens. Lead it.
05	Powerful Communication
06	Performance Management
07	Pulling the Fuse
08	Team Synergy

Self-Awareness and Leadership

Understand your own leadership style and how it impacts others.

Discover what drives your current management approach

Learn to boost motivation and performance at the individual level

Manage distractions and align actions with your institution's strategy
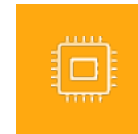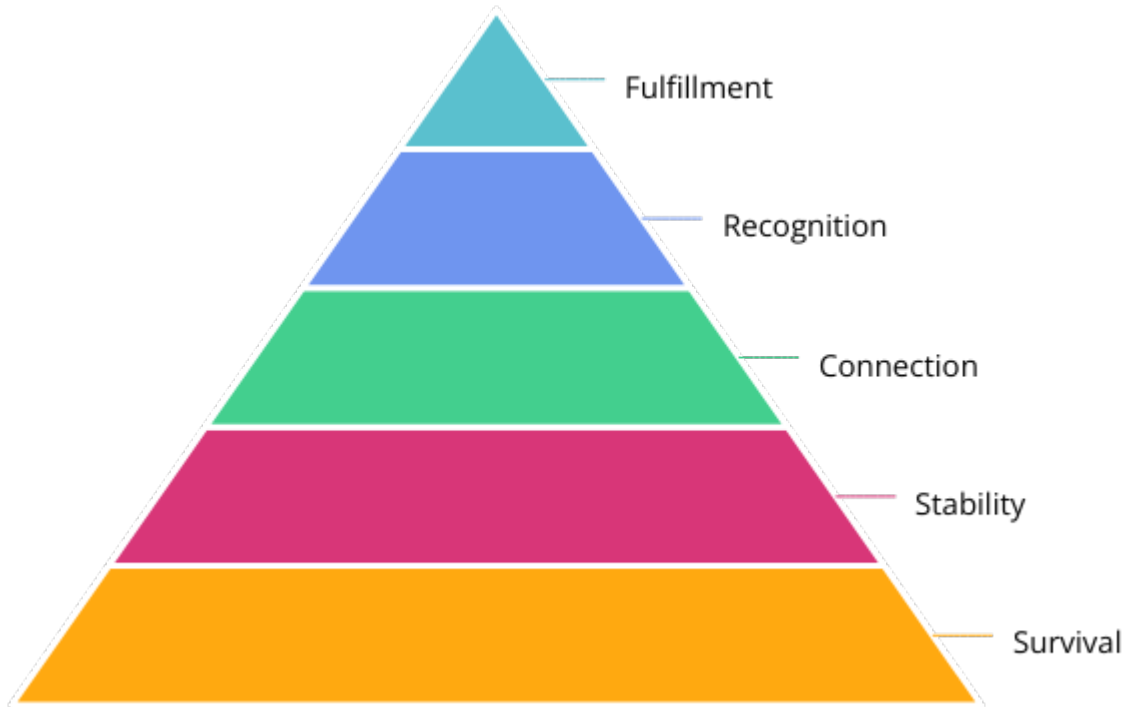
Begin building a personalized business plan of action

Testimonial

The self-paced format and diverse topics, especially on change management, helped me adapt quickly.
JINANE O. - Head of Accounting

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Influence, Motivate, Resolve

Fulfillment

Recognition

Connection

Stability

Survival

Navigating Team Dynamics and Group Behavior

Recognize political dynamics and how to influence them. Drive behavior change when alignment is missing. Improve group cohesion and emotional intelligence. Make confident decisions and commit to positive action.

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Culture, Learning, and Practice

Decode the structure and culture of your organization.
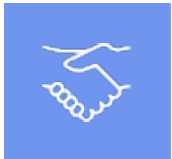
Stage 1: Understand cultural, structural, and technological frameworks

Gain insight into how your organization's culture, structure, and tech systems shape behavior and performance.

Stage 3: Reflect on the language and cues of your organizational environment

Learn to read between the lines—understanding unspoken norms, values, and communication styles within your workplace.

Stage 2: Interpret your company's vision and strategy from the inside out

Connect daily actions to the bigger picture by aligning with the company's core mission and strategic goals.

Stage 4: Learn how culture must evolve with business needs

Discover how to adapt and guide your team's culture to stay agile and competitive in a changing landscape.

Change Happens. Lead it

Lead with confidence in a constantly changing world.

Resilience

Adapt to mergers, restructuring, or market shifts

Agility

Manage technology disruptions and client perceptions

Continuity

Navigate leadership transitions within your team

Clarity

Differentiate between adaptive, innovative, and radical change

Testimonial

The leadership program helped me take greater responsibility, solve challenges, and immediately apply valuable insights to our work.
Jad N.- Head of Cloud Services

Turning Leadership into a Habit of Performance // Change Happens. Lead it // WIN Human Resource Solutions

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Powerful Communication

With clear messaging, active listening, and authentic connection, leaders build trust and unite teams around a shared vision.

It's the spark that turns ideas into action and challenges into breakthroughs.
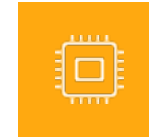
Testimonial

A comprehensive and thought-provoking course that shifted my mindset, enhanced team insights, and covered essential leadership themes, with valuable support and practical discussions throughout.
Farah M. - Strategic HR Manager

Communicate for a purpose, establish what are the needs to fulfill

Communicate for trust, to establish clarity and engagement between you, your team, and senior management

Prepare your technique on how to direct, clarify, address people in certain ways, understand their profile

Seize the power that communication provides to adapt to different people, them in turn allows them to understand you, believe you and trust you

Performance Management

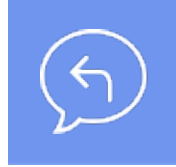Understand and optimize team performance by diagnosing underperformance and evaluating supporting systems.

Specific

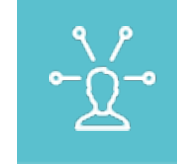Be specific in terms of quantity, quality, and time. Who's involved? What do I want to accomplish?

Measurable

Evaluate whether your systems support current business needs using measurable data and KPIs.
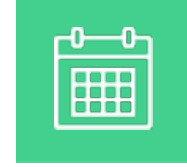
Achievable

Identify behaviors and traits linked to consistent, achievable results to model for the team.

Relevant

Make informed adjustments to team roles and accountability that are relevant to your business objectives.

Time-bound

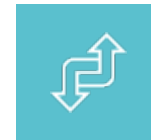Set clear timelines for performance reviews and goal achievement to keep the team on track.

Testimonial

Thank you for the inspiring training—your energy and conviction sparked real personal change and gave me clarity on who I can be.
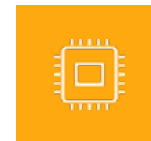Maya S. - Project Management Officer

Pulling the Fuse

Manage conflict, negotiation, and emotional dynamics with precision.

Recognize root causes of conflict and respond constructively

Disagree without creating resistance

Address emotional exhaustion and burnout

Understand negotiation psychology and become a confident negotiator

Analyze personality profiles to manage interpersonal tension

Testimonial

The interactive discussions, rich content, and engaging sessions and discussions helped me adapt strategies to different personalities and enhance cultural awareness.

VICTOR Y. - Technology Manager

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Team Synergy

Move from a group of individuals to a high-performing team by fostering a culture of shared ownership, trust, and psychological safety.
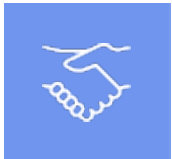
Stage 1: Build Shared Ownership

Build a strong culture of shared ownership and trust, where every member feels invested in the team's success and long-term goals.

Stage 3: Foster Psychological Safety

Create an environment where problem-solving is the norm. Foster psychological safety so team members can take risks and communicate openly.

Stage 2: Balance Accountability

Effectively balance individual contributions with collective accountability. Ensure everyone knows their role while working towards common objectives.

Stage 4: Cultivate High-Impact Culture

Cultivate long-term cohesion and a high-impact team culture that sustains performance and encourages continuous improvement and innovation.

Content & Benefits

Blended learning, designed for maximum impact.

Our blended learning approach combines self-paced digital content with live coaching and real-world application. It is structured to boost engagement, reinforce knowledge, and ensure lasting behavioral change — all aligned with your business goals.

Live coaching sessions help participants reflect and grow as effective leaders.

Live sessions create space for reflection and real-time growth, helping participants build the mindset and skills to lead with clarity and confidence.

Ongoing learning and challenge support via email.

Participants receive ongoing learning and personalized support through email, helping them apply insights, overcome challenges, and stay engaged between sessions. This ensures continuous growth beyond the classroom.

YOUR LEAD COACH

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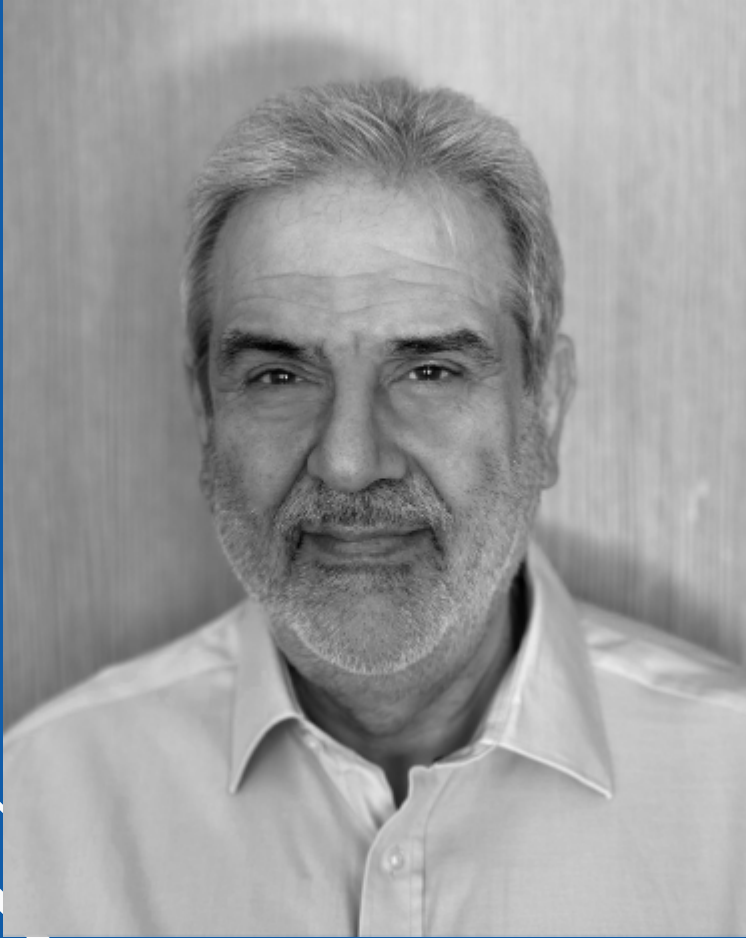
Costi Bifani - Founder of WIN Human Resource Solutions

- 30+ years of HR and Leadership roles in global and regional companies.

- Board-level advisor, senior level experience, executive coach.

- Costi is an INSEAD graduate with over 30 years of experience in leadership, HR strategy, and organizational development

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Schedule a
meeting with us

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More Information on
WIN Human Resource
Solutions Website