

The Specialists

Company Profile

The Specialists

T: The Specialists

H: High Level Performance

E: Eagle-eye Perspective

S: Sustainable solutions

P: Policy advocacy

E: Enabling Positive Change

C: Creating and Defining Development Processes

I: Identifying Opportunities

A: Allocating Resources

L: Liable Information

I: Initiate New Beginnings

S: Strategizing

T: Taking It Forward

S: Studies, Analysis and Research

Who we are

A number of specialists with expertise in a wide range of topics who came together to provide the local and regional markets with expert solutions, research, capacity building and advise. The decision to bring in this consortium of specialists was spurred by the market's need for an upgraded consulting service entity that has the ability to create, innovate, analyze, ensure development and paves the way forward. Previous experiences of team combine not only a wide

spectrum of domains, but also a wide spectrum of backgrounds and connections and understanding of the different theories of change and development.

In order to provide realistic solutions and accurate research, there is a need to bring in experts who have an eagle eye perspective on the different domains of development and the linkages between them. Diverse specialist team also is able to link the different stakeholders within the different domains. Bringing in the public, private, NGO, civil society and the international community together according to the different fields is another asset of the team.

How we operate

In order to bring in this wide range of expertise, linkages with a wide range of experts was established. We operate in a different manner than other consulting companies. Each task and project has its own set of consultants / specialists who only come in according to need of each client. Building consortiums and partnerships with the best in town allows us to diversify and expand our outreach when reaching out to potential clients. The Specialists will work together not only benefiting the clients but also growing from within and transferring knowledge between each other.

The Specialists has a core team of specialists who are in charge of bringing in business, drafting proposals, networking, managing tasks and ensuring quality of each task. They also are specialists in various fields and will take the lead in tasks that they excel in.

Our Mission

To offer superior outstanding services that enable and provide the necessary tools for development, growth and capacity building.

Our Vision

Better-equipped, more capable, highly developed and well-supported systems within the different organizations and the different domains

Areas of expertise

When describing the numerous areas of expertise that our specialists have, it is important to note that we are committed to providing the best service possible in the consulting domain. When discussing consulting the sky is the limit, the domains to consulting services are numerous and creative. The following are areas that team of specialists are expert in

- I. **Economic Development:** The importance of development in all its forms cannot be denied for any community or entity, it is the basis of any enhancement, improvement and upgraded status. The forms of development are aplenty, it includes economic, social, political, etc. It also includes the different segments of society allowing them to enhance their well-being and social status. It targets any vulnerable group within any community. Accordingly, The Specialists are experts in the field of development and understand the different scenarios and linkages between the different topics. The cross cutting nature of development makes it harder to reach optimal development scenarios. Expertise covers the following fields that are briefly described below;
 - **Social protection and poverty alleviation;** when discussing social protection and poverty alleviation, the focus is widespread. To establish proper social protection there is a need for a wide range of sectors to work together. Understanding the different types of poverty and their frequencies is crucial to reach a solution to the phenomena. Multi-dimensional poverty should also be understood in order to place the needed solution.
 - **Decentralization and local development;** the current need to develop governorates and different regions shifts the focus to local development as a main tool for socio-economic development. Vulnerable segments of society usually reside in remote areas, or governorates that are not the capital. The focus of creating a proper environment that allows communities to grow in their own region is crucial and this can be achieved through first of all understanding the full characteristics of each region, identifying their value added and how it may grow. As for decentralization, the

need for effective public service delivery is also very important at this time. This efficient public sector governorate performance supports the local development endeavors mentioned.

- **Health;** health policy and health support activities are also wide ranging and are crucial for ensuring well-being of societies and communities. Public health and its different categories is a goal that should be achieved to enable proper development to take effect within communities. Health people perform better. The understanding of the different modes of ensuring high quality health services is the first step of achieving improved societies.
- **Education and higher education;** No one disputes the importance of education and higher education in the development process. Effective educational services not only allow for an educated society but also allow for better qualified labor force and enabled labor market. Educated people make better decisions and are most capable of improving their status in life. The identification of how to provide high quality educational services is as crucial as providing them.
- **Livelihoods and employment;** another very widespread domain that includes a wide number of crucial activities. Ensuring that communities find decent employment, effective capacity building courses and opportunities for start-ups is a must do at this point in time. Deficiencies are aplenty in this domain and challenges are even bigger. Due to the importance of ensuring proper livelihoods and decent work for the different segments of society, the work to achieve requirements required a lot of focus. The current regional turmoil and international financial restraints spurs the need for creative solutions for enhancing livelihoods and creating jobs for unemployed.
- **Migration and human trafficking;** the different migrations and different wars in the region allowed for the need to create resilient communities and governments that are able to deal with forced migrations in all its details.
- **Youth;** integrating youth in the developmental process is key in achieving goals and enabling a better future. The focus on enabling youth comes in a time that requires

investing in youth. The regional turmoil and international imbalances have caused youth to resort to extreme measures to allow them to enhance their livelihoods, their participation and integration. This being said, the need to work on youth development and participation is of utmost importance. The creation of jobs and work opportunities is key in this process as well as enhancing their ideologies and thoughts.

- **Gender mainstreaming;** last but not least, ensuring that development endeavors are gender sensitive ensures that developmental process is being done in the correct mode. Although gender is mainly targeted at female opportunities and empowerment, but the need to include both genders when needed is important to be taken into consideration.
- **Impact analysis / Delivery and M&E;** technical evaluation is as important as any audit to be preformed for any entity or organization. The ability to differentiate between delivery and M&E is crucial to be able to assess ensure proper implementation and assess impact. Our role comes in to support in proper delivery and implementation as well as conducting detailed and comprehensive impact assessments as well as proper M&E for any initiative or entity.

II. **Business Development:**

Supporting entities to further enhance their competitiveness within the market, perform in a sufficient manner and enhance service delivery through market and competitiveness analysis. This is attained by projecting a thorough understanding of the regional and local context, while channeling into action various sets of best practices and tools in business development.

- *Business Structure Optimization/ Holding Companies:*

The Specialists provide a full spectrum of services on business structure optimization, structuring, and restructuring of Holding Companies, pertaining to an already existing company or groups of companies. A holding company is a practical instrument for the ownership and management of various types of assets. It is a mere representation of a group of companies shares, and equity participation while entertaining notions of strong business relationships. Whilst carrying out the aforementioned business procedures, we understand the importance of the risks associated with such activities and therefore, strive to comply within the framework of due diligence procedures. The Specialists have a wide array of expertise in conducting financial and legal assessments, catered to the specified goals of different clients.

- *Fundraising:*

The specialists provide companies with the needed services for building their fundraising capacities, as well as developing fundraising plans for the organization as a whole. Over and above, we are able to fundraise for companies through acquiring and allocating various financial instruments (e.g. preferential interest rates), linking the client to model financing agencies, in addition to taking charge of the whole process.

We are committed to creating goal specific prospects to an organization's fundraising capacity, through the identification of the strengths and weakness of the current fundraising efforts, further determining futuristic areas of improvement and development.

- *Renewable Energy:*

The need for conserving scarce resources, and transitioning to an alternative form of energy has stemmed from the necessity to adapt to changes in climate, and has been stressed upon lately more than ever. As members of society striving to act sustainably, we believe that it is our social responsibility to engage, and give priority to ecological projects pertaining to sustainable energy development and alternative energy use. The Specialists assists clients in achieving their business goals through creating a linkage between the client and the proposed energy solution developer, allocating a medium for financing the determined business operations, in addition to reducing costs for business activity, a complication whereby electricity, in the form of fixed costs, is further diminished.

III. Corporate Consulting

- **Customer Marketing Strategy**

Enhancing a variety of product and service related attributes, the Specialists believe that customer advocacy yields a higher competitive advantage, as we tend to focus on a company's most important customers, catering to their needs and propositions.

- **Corporate Finance**

Our work in Corporate Finance Consulting caters to the needs of executives, using expertise in capital markets and financial strategizing. We strive for the betterment of investor relationship management, allowing companies to approach potential investors in an efficient manner.

- **Mergers and Acquisitions**

The use of corporate financing strategies allows firms to maximize their shareholder value and gain competitive advantage over rivals. During all the stages of the merger or acquisition, The Specialists work with the client in accordance to their proposed strategic rationale and goals, helping meet all the required milestones effectively.

- **Facilitating Investments**

The Specialists offer customized and cost-effective solutions to your firm, matching the clients' goals and objectives through an analytical based approach with rigorous knowledge of the current market. Portraying expertise in the local governmental procedures, we work directly with the client allowing them to better understand the legislations in hand and the needed steps to overcome any obstacles that may be faced during the process.

- **Start-up Support**

With a background in the current local financial and regulatory climate, The Specialists demonstrate expertise in the set-up of new business ventures, as we contemplate all the current variables that need to be considered while offering extensive knowledge on entrepreneurship for the development of a sustainable business.

- **Innovation;**

The Specialists recognize the need for innovation, especially in today's modern markets, and we believe that we could offer the client state of the art solutions in order to uncover new sources of revenue and drive business growth. From designing innovative business solutions to the development of creative ideas that foster a sustainable competitive advantage, we can help the client in competing with growth challenges in all forms.

- **Delivery and M&E;** experience has taught us that proper planning is key but proper delivery and M&E is even more important. There is no success without ensuring delivery and then assessing impact. The need to initially integrate KPIs is also another key of success. We support entities in preparing better for implementation and also have the required skills to ensure delivery and properly assess impact and conduct technical evaluations for programs and initiatives.

IV. **Training and Capacity Building:** As the economic wheel continues to spin, the importance of training and development is highlighted as the framework for assisting personnel and local communities to develop their personal and organizational skills, knowledge, and abilities. Over and above, the social scene has been strongly affected by turmoil and newly introduced ideologies and accordingly, the need to raise awareness through capacity building and enhancing behaviors has become a necessity in a very difficult reality. This includes conflict resolution and social cohesion and extremism prevention.

We do provide customized manuals and training packages based on the needs of each client and their requirements. This customization plays a major role in an upgraded capacity building and training service. We believe that each set of trainees have their own set of focus areas and thus we produce customized manuals. In order to provide a structured description of the training courses and capacity building domains, classification was designed as follows;

- **Soft-skills training:** A group of practical skills and know-how (related to specific useful competencies) aimed at achieving professional development of individuals and this includes the following topics and courses;
 - **Communication skills:** The art of effectively communicating one's ideas and thoughts. Communication skills deal with the types of communication; verbal and nonverbal, and how to optimally use both of them.
 - **Team Building:** Improving team performance and group dynamics. It focuses on bringing out the best in a team to ensure positive communication, development, good leadership and the ability to solve problems as a team.
 - **Leadership skills:** Creating individuals capable of setting goals, organizing resources, reducing tension among team members, encouraging team development, and forming coalitions. Leaders are socially influential and supportive in the accomplishment of required tasks and the attainment of organizational or societal goals.
 - **Motivation:** Activating goal-oriented behavior. It focuses on encouraging and energizing people in order to maximize productivity while maintaining a positive attitude and good disposition.
 - **Critical and creative thinking:** The art of using one's critical, reflective judgment and analysis to determine the meaning and significance of observations and thoughts, while at the same time using a new and creative approach to problem-solving, organizational design, and product development.
 - **Business ethics:** A form of applied ethics that examines ethical principles and moral or ethical problems that arise in any business environment. It applies to all aspects of business conduct of individuals and business organizations as a whole.
 - **Anger management:** Enabling individuals to control their temperament, especially in stressful situations, showing proper behavior without losing control of their emotions. It focuses on identifying anger triggers, and works on controlling and reducing them.

- **Conflict resolution/ Problem-solving Skills:** Enabling individuals to recognize and define problems, come up with solutions, and implement the most suitable ones. Unresolved problems can create dysfunctional relationships in the workplace, and therefore, problem-solving is a very important skill to acquire. The term “conflict resolution” is sometimes used interchangeably with the term “dispute resolution” which includes negotiation, mediation, and diplomacy.
- **CV writing and interviewing skills:** The CV is typically the first item that a potential employer encounters regarding the job seeker and is often followed by an interview. This training focuses on the correct CV format and deals with job interview questions. It also focuses on proper presentation skills during a job interview.
- **Public speaking:** Focuses on the method and techniques of speaking to a group of people in a structured, deliberate manner, to inform, influence, or entertain successfully.
- **Presentation skills:** Focuses on the method and techniques of delivering, showing, and explaining the content of a topic to an audience using a variety of tools and aids.
- **Dealing with difficult personalities:** Learning how to identify the different personalities and dealing with each one accordingly. It focuses on the most difficult personality types and how to handle them.
- **Time management skills:** Providing individuals with a range of skills, tools, and techniques, to manage time efficiently and effectively when accomplishing specific tasks, projects and goals.
- **Working under pressure:** Learning how to deal with the pressure and stress of work effectively. It focuses on stress-reducing techniques and helps cope with work pressure by identifying stress agents, prioritizing, and completing tasks on time.
- **Psychosocial;** Deals with the psychological development and interaction of individuals within a social environment. The individual is not necessarily fully aware of this

relationship with his / her environment, and is therefore not always capable of finding solutions for individual challenges in interacting with an element of the social environment.

- **Drugs and Tobacco:** Focuses on the dangers and abuse of various kinds of drugs and tobacco.
- **Social inclusion:** The process of eliminating social exclusion and the detachments of groups and individuals from social relations and institutions. It focuses on encouraging the full participation of minorities in the activities of the society in which they live.
- **Working with children:** Deals with the correct methods and techniques of teaching and working with children taking into consideration their age group, gender, social background and education.
- **Youth participation and volunteering:** Engaging youth throughout their communities to benefit both the youth and their communities. It focuses on the importance of volunteering and the areas in which youth can be involved. It also creates a sense of responsibility towards the community and the desire to make a difference.
- **Protection and abuse:** the issue of protection and abuse is an important aspect of psychosocial support. It has a wide range of topics and covers a wide range of people.
- **Social Cohesion:** due to the hardships faced within the communities both economic and social, the communities became fragile to external and internal shocks thus leaving them vulnerable in their day-to-day interactions. The large number of migrants has also created a burden on communities enhancing the risk of breaking the social cohesiveness within them.
- **Preventing extremism;** this hot topic is currently a main focus of the government and international organizations. This includes a wide range of resilience, adaptation and acceptance skills that mostly are targeted at youth

segments of society as well as vulnerable groups as well. Preventing Extremism can also be accompanied by activities that alleviate tensions include different sports and peace-building activities.

- **Migration and humanitarian support;** again another topic that has become part of our daily live and requires adapting communities to dealing with different sorts of migrations and different sorts of people. This requires a number of interpersonal skills that enables communities and immigrants alike to cope. Skills include but not limited to; dealing with different personalities and ideologies and acceptance.
- **Advanced training and capacity building courses;** this level of capacity building takes on a more specialized training courses targeted at more advanced training recipients. The following are examples but not limited to;
 - **Proposal Writing;** this includes the different components of understanding the terms of reference and responding to them in the proposal. The different forms of proposals are presented (technical and financial). The different themes depending on the different contractor will also be presented as examples.
 - **Monitoring and evaluation;** this training course will incorporate basics of delivery and M&E as well as identifying indicators and their different types. The importance of including KPIs within the planning phase will also be introduced.
 - **Social protection;** social welfare and social protection is a wide ranging topic that includes presenting concepts, examples, best practices as well as integration of the different stakeholders.