



# EMPOWERING ORGANIZATIONS THROUGH INTENTIONAL CHANGE

Partnering with organizations to drive measurable performance, inclusion, and innovation.



Visit Our Website  
**[www.AgilityForAll.com](http://www.AgilityForAll.com)**







# ABOUT AFA

AFA is a boutique consultancy founded in 2019, specializing in organizational development and high-performing team culture.

- ❖ Mission: To support organizations facing team alignment and engagement challenges through transformative training and development programs, consulting, and coaching, that build essential foundations of trust.
- ❖ Vision: Empowering organizations to redefine how they approach change, turning struggling teams into high-performing cultures with measurable results, fostering environments where diverse perspectives drive innovation and performance.
- ❖ Core Values: Agility, Inclusivity, Continuous Learning, Intentional Change

With a 95% client satisfaction rate and a 40% average increase in team productivity, AFA uses its decades of experience in organizational transformation across public, private, and global sectors to help organizations redefine how change drives performance.





# THE AFA WAY: HOW WE WORK



## Flexible Tailored Solutions

Programs built for your culture, not generic templates



## Collaborative by Design

Co-created solutions that build ownership and engagement



## Pragmatic and Adaptive Thinking

Tools and strategies that evolve with your team's real-world needs



## Long-Term Impact Over Short-Term Hype

We embed lasting change, not short-term buzzwords



## Intentional, Human-Centered Change

Empowers people at all levels to lead transformation





# AFA'S INTEGRATED SERVICES

## TRAINING TO BUILD CAPABILITIES:

- ✓ **Accelerate team performance** with dynamic programs that build essential leadership and collaboration skills
- ✓ **Drive lasting behavioral change** through immersive offsite or virtual learning experiences
- ✓ **Lay the foundation for innovation and resilience** across your organization

## COACHING TO STRENGTHEN CULTURE:

- ✓ **Turn managers into inclusive, adaptive leaders** through personalized 1:1 and team coaching
- ✓ **Reinforce learning and sustain progress** with coaching designed to embed new mindsets and habits
- ✓ **Boost engagement and retention** by cultivating psychologically safe, high-performing teams

## CONSULTING TO DELIVER RESULTS:

- ✓ Implement organization-wide change that sticks with value-driven, co-created consulting engagements
- ✓ Align teams and strategy through practical, customized approaches backed by global experience
- ✓ Build a culture of agility and ownership from the inside out





# THE CHALLENGES



## Leadership

### The Challenge:

- Lack of adaptive, inclusive leadership
- Difficulty leading diverse, remote, or hybrid teams

### The Cost of Inaction:

- Low team morale = higher attrition (replacing a manager = 2x salary)
- Lost innovation due to disengagement
- DEI missteps → reputational and legal risks

💡 **Stat Insight:** The most diverse companies are 36% more profitable (McKinsey, 2021)



## Team Effectiveness

### The Challenge:

- Poor communication
- Siloed teams blocking innovation
- Resistance to agile ways of working

### The Cost of Inaction:

- Project delays cost mid-sized orgs \$100K+ annually
- Redundant work drains time and morale
- Slow responses to change = lost competitive advantage

💡 **Stat Insight:** Diverse, inclusive decision-making teams are 75% more likely to exceed financial targets (Gartner, 2021)



## Workplace Culture

### The Challenge:

- Disengaged employees
- Inconsistent team performance
- Weak change readiness

### The Cost of Inaction:

- Gallup estimates disengagement costs \$4,000+ per employee annually
- Turnover costs ~33% of each lost employee's salary
- Failed change initiatives waste \$1M+ in large organizations

💡 **Stat Insight:** Companies with high employee engagement are **21% more profitable and 17% more productive** (Gallup, 2020)



# OUR SOLUTIONS FOCUS ON...



Comprehensive development programs that provide immediate results



Leadership, Teamwork, Collaboration, Ways of Working...the Whole Org



Flexible Delivery Options: Online, In-person, Intensive Offsites







# OUR APPROACH DRIVES MEASURABLE RESULTS

## OUR STRATEGY

## THE RESULTS



Build Momentum Through Iterative Change



Embed Skills with Applied, Real-World Practice



Activate Change Through Human-Centered Design



Design for Organizational Fit and Readiness



Anchor Change in Daily Practice



3x faster decision-making and iterative innovation adoption



Teams see up to 40% productivity increases post-program



25% improvement in engagement and retention



Faster onboarding, smoother adoption of new ways of working



50% fewer project overruns, 30% faster time-to-market



# VALUE PROPOSITION – THE BUSINESS CASE FOR WORKING WITH AFA



## Drive Organizational Transformation

**Why it matters:** A high-performance culture enables scalable growth, adaptability, and long-term success.

**Your ROI:** Resilience in uncertainty, aligned execution, and stronger enterprise-wide results.

## Develop Inclusive Leadership Skills

**Why it matters:** Inclusive leadership isn't optional. It drives innovation, retention, and fairness in decision-making.

**Your ROI:** Stronger DEI outcomes, transparent decision-making, and improved psychological safety.

## Implement New Ways of Working

**Why it matters:** Outdated processes slow teams down. Evolving ways of working keeps you responsive and competitive.

**Your ROI:** Faster project delivery, stronger alignment, and adaptability to change.

## Enhance Team Performance and Collaboration

**Why it matters:** High-performing teams are the engine of innovation, efficiency, and employee engagement.

**Your ROI:** Immediate productivity boosts, better collaboration, and reduced attrition.





# EMPLOYEE BENEFITS

*WHEN EMPLOYEES THRIVE, SO DOES YOUR BUSINESS: INCREASED ENGAGEMENT, FASTER DELIVERY, LOWER ATTRITION.*

## CONFIDENCE

confidence in problem-solving, specifically for difficult issues



## EMOTIONAL INTELLIGENCE

improved emotional intelligence (EQ) skills, impacting peer and stakeholder relationships



## EMPOWERMENT

empowered employee teams able to innovate and ideate in a safe culture



## COLLABORATION

cohesive and collaborative culture, which leads to high performing teams, not groups of people



## VALUE AND PURPOSE

increased employee engagement, retention and employer desirability





# FLEXIBLE & EMPOWERING

IMPROVED TEAM COHESION AND OWNERSHIP ACROSS A HIGH-COMPLEXITY PROJECT.

I like a number of things about your programs.

- You empower people as well as teams to define *for themselves* what it means to be successful.
  - You are not dogmatic of any one methodology.
  - You are knowledgeable *and* experienced.
  - You are 100% present in workshops and listen, really listen to what everyone is saying
  - The tools you help us develop have helped us to rise much higher.
- I appreciate that you take the role of helping people to learn how to lead themselves instead of telling people what to do.

It's refreshing to see people in a management / training type role not have a canned, inflexible narrative that is consistent, beneficial, and focused on what each unique audience's needs.

- *Senior Developer, Tech Company*





# TIER 1: SIGNATURE PROGRAMS

**FOUNDATIONAL TRANSFORMATION WITH IMMEDIATE PERFORMANCE IMPACT.**

## Who It's For:

Organizations that need a **fast, targeted solution** to fix leadership, team alignment, or inclusion challenges without a full-scale engagement.

## Primary Outcome:

Practical tools and structured frameworks to build trust and collaboration. Clients typically see ROI in under 3 months through improved team delivery and alignment.

## What You Get:

- One signature program (*Inclusive Leadership, Power of Liftoff, etc.*)
- Virtual or in-person delivery for 10-25 people
- Online learning platform + CEUs
- Two expert facilitators

**Investment:** Starting at \$27,999







# OUR SIGNATURE TRAINING PROGRAMS

*BUILDING THE ESSENTIAL FOUNDATIONS FOR HIGH-PERFORMING ORGANIZATIONS*

01

## **The Art of Inclusive Leadership**

Build critical inclusive leadership skills and learn to navigate working with high performing teams  
→ *Lead with confidence across diverse, high-performing teams.*

02

## **Successful Team (Re)Launch: More than a Kickoff**

Maximize team cohesion and productivity from day one or revitalize existing teams around purpose, alignment, and context  
→ *Align, activate, and accelerate new or struggling teams in weeks, not months.*

03

## **Open Space: The Right People in the Room**

Create a culture of innovation and ideation driven by the people best able to find the solutions  
→ *Create a culture of ownership, ideation, and rapid decision-making.*

04

## **Successful Product Delivery: More Than Project Management**

Manage engagements effectively across third-party vendors and cross-functional internal teams  
→ *Cut time-to-market and improve vendor/client outcomes.*

05

## **Power Up Your High-Performance Teams**

Master the art of high-performance teamwork regardless of the team's location through adaptive ways of working  
→ *Embed the habits and systems that drive scalable performance.*

Need a broader range of programming? Ask about I2I - a year long program focused on leadership, high-performance team, and sustainable culture OR about program customization





# TRAINING DELIVERY OPTIONS\*

*FLEXIBLE PATHWAYS TO BUILD STRONG FOUNDATIONS*



## ONLINE

Best for distributed teams,  
foundational skills

- ☐ 2 hours per week
- ☐ 12 weeks
- ☐ Study/Practice between sessions
- ☐ Digital learning platform & materials
- ☐ Online community and resources post-program



## IN-PERSON

Best for deep immersion,  
strategic alignment

- ☐ One-week intensive program
- ☐ Choose your location or come to us in Spain
- ☐ Self-contained learning
- ☐ Digital learning platform & materials
- ☐ Online community and resources post-program

Choose the format that aligns with your team's goals, readiness, and pace.

\*Hybrid program available: partial online and partial in-person. Hybrid does not mean some people online and some in person at the same time



# TIER 2: LEADERSHIP & TEAM ACCELERATOR

*DEEP, CROSS-TEAM TRANSFORMATION AT SCALE*

## Who It's For:

Teams that need rapid alignment and scalable systems to support growth or major change initiatives.

## Primary Outcome:

Embed trust-based leadership and high-performance practices across teams with results in 90 days–6 months.

## What You Get:

- 3 Signature programs of your choosing (up to 25 participants each)
- Optional in-person intensive
- Strategic planning + integration
- 40 hours of 1:1 coaching
- Measurement framework for ROI

**Investment:** Starting at \$99,999







# TIER 3: FULL-SYSTEM ONE-YEAR TRANSFORMATION

## Who It's For:

Organizations ready for a **full cultural and operational transformation** to achieve long-term agility and sustainable growth.

## Primary Outcome:

A resilient, high-performing organization with optimized leadership, team structures, and delivery systems in **12 months**.

## What You Get Each Quarter:

Q1: Cultural & Leadership Foundation

Q2: Team Operational Architecture

Q3: Delivery System Optimization

Q4: Sustainable Evolution

- 1 In-person intensive + 3 virtual sessions per quarter with 2 coaches
- 25 hours of 1:1 coaching or consulting per quarter
- Executive check-ins & ROI dashboards
- Community membership + digital platform

**Investment: \$299K**







# WHICH PATH FITS YOUR ORGANIZATION?



Tier	Who It's For	Outcome	Includes	Investment
<b>Tier 1: Signature Programs</b>	Teams or leaders solving specific challenges quickly	Build trust, inclusion & alignment in 6–12 weeks	1 Program (Virtual/In-person), Digital Materials, 2 Coaches	Starting at \$29K
<b>Tier 2: Leadership &amp; Teamwork Accelerator</b>	Leadership teams needing rapid alignment & scalable practices	High-performance leadership & team systems in 3–6 months	3 Programs, Optional Intensive, 40 Coaching Hours, ROI Tracking	Starting at \$100K
<b>Tier 3: Enterprise Transformation</b>	Organizations ready for full cultural & operational transformation	Sustainable innovation & optimized delivery in 12 months	4 Quarters of Transformation, 3 Virtual + 1 In-person/Quarter, 1:1 Coaching	Starting at \$299K





# REAL-WORLD RESULTS

*FROM MISALIGNMENT TO MOMENTUM IN 30 DAYS*

Through Indra's facilitation, she got the leadership team aligned; a new team was hired and performing in slightly over a month. She brought way more to the table than I realized, and I am very thankful for it.

She turned a few non-believers into some of the most prominent advocates not only for "Liftoff" but for the project and its success.

*- Project Manager, Finance Sector*

# CASE HIGHLIGHTS: FROM TRUST TO TRANSFORMATION



## Accelerated Delivery

- ✓ Cleared a 6-month roadblock, delivering work in just 10 weeks with Liftoff onboarding.
- ✓ Shifted from “it can never be done” to exceeding all delivery expectations.



## Culture Shift & Team Cohesion

- ✓ Built psychological safety and high-performance habits that sustained beyond engagement.
- ✓ Aligned leadership, hired strategically, and activated new team dynamics fast.



## Value-Focused Innovation

- ✓ Teams re-prioritized to focus on customer value, streamlining delivery and reducing risk.
- ✓ Innovation emerged from clarity of purpose and ownership.

*“With agile [ways of working] and Indra leading the development team, we had a deliverable product in six months... not only is this the fastest I have seen a product developed, but it is the only product that met and exceeded all expectations.”*

~ Technical Lead, Air Traffic Safety & Technical Training





# WHERE HAVE WE SEEN RESULTS – PUBLIC & PRIVATE SECTOR



- Air Traffic
- Aviation
- Government Transportation Agencies
- National Rail Services
- Diplomatic & Economic Public Sector



- Technology Innovators
- Software Development
- Mobile App Development
- DevOps
- Communication
- Cybersecurity



- Banking
- FinTech
- Insurance
- Financial Services
- Pharma



- Advertising and Creative Services
- Customer Service
- Education and Learning Management
- Consultancies



- Proposal Management
- Business Development
- Operations and Logistics
- Human Resources

We deliver results across complex, regulated, and fast-moving sectors.



# 5 REASONS TO PARTNER WITH AFA



## Tailored Approach

Tailored To Your Needs: Solutions built around your people, not a playbook.



## Experienced Experts

Led by Experts: Decades of hands-on transformation leadership, globally.



## Sustainable Change

Change that Lasts: We help you embed agility and alignment, not just talk about it.



## Measurable Results

Results You Can Measure: From productivity to retention, we deliver business outcomes.



## Collaborative Partnership

True Partnership: We don't just consult — we collaborate deeply to drive your success.





# THE LEADERSHIP RESET YOU DIDN'T KNOW YOU NEEDED

*Unlock Trust, Challenge Convention, and Lead with Clarity, Resilience, and Breakthrough Results.*

This program teaches you how to create deeply transformative environments built on trust and collaboration, reducing burnout and turnover, and helping you to make more informed decisions.

Leaders who master their own limiting beliefs can better understand client needs, tailor completely unique solutions, and build lasting relationships that drive sales success.

This program can shatter what you believed to be good leadership techniques, and turn them inside out to reveal a veritable 'holy grail' of innovative leadership qualities.

*– Communications Director, Transportation Sector*



# OUR EXPERIENCED TEAM AT AFA

**Indra A. Books:** *Founder & Transformation Coach*  
25+ years leading global change initiatives. Expert in organizational culture, high-performance teams, and inclusive leadership.



**Kofi Blankson:** *Agile & Technology Consultant*  
14+ years in banking tech and digital transformation. Leads cross-functional programs with precision and strategic clarity.



**Diane Gombart:** *Organizational & Change Specialist*  
Multilingual coach with expertise in agile adoption, team coaching, and enterprise alignment.



**Sarah Shields:** *Communications & Change Consultant*  
16+ years in internal comms, DEI, and engagement strategy. Skilled in executive messaging and organizational alignment.



**Andy Ayim:** *Thought Leader & Strategist*  
Creates lasting impact from startups to large corporations by transforming leadership mindsets and fostering inclusive, emotionally intelligent teams.



**Elvin Assiam:** *Agile Trainer & Transformation Lead*  
Coaches teams and leaders on agile HR, engagement strategy, and remote collaboration.



**Masha Gaganova:** *Transformation Strategist*  
Specialist in leading digital and cultural transformation in high-change environments.



**Nadine Kazerounian:** *Strategic Management Consultant*  
Decades of experience advising global leaders on strategy, leadership, and change.



**Dannie-Lu Carr:** *Executive Coach & Leadership Trainer*  
19+ years designing transformational leadership and communication programs across sectors.







# LET'S MAKE CHANGE HAPPEN

Whether you're launching a team or transforming a culture, we'll help you do it faster, smarter, and with lasting impact.

- ✓ Book a Performance Breakthrough Call
- ✓ Request a Custom Program Quote
- ✓ Explore Our Leadership Blog



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Based on 3 Continents, Working From Anywhere

