

MILLION SMILES GLOBAL

TRAINING & DEVELOPMENT

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Company **Intro**

At Million Smiles Global, we are committed to empowering organizations and individuals through world-class Corporate Governance, Leadership Development Programs, and Power & Soft Skills Training.

Our mission is to foster a culture of excellence, innovation, and ethical leadership that drives sustainable growth and long-term success. As a leading professional services firm, we enhance organizational capabilities and individual competencies through training solutions aligned with global best practices and emerging business trends.

Our core services include strengthening corporate frameworks for transparency, accountability, and sustainability, and designing trainings that align with organisation's leadership goals with our unique GROW model. We cultivate visionary leaders through our training modules, equipping executives to navigate complex business environments. Additionally, our Power Skills & Soft Skills Training enhances essential interpersonal and communication abilities, offering workshops on emotional intelligence, conflict resolution, and teamwork.

At Million Smiles Global, we believe that investing in people, leadership and governance is the key to building a brighter, more sustainable future for any organisation. We empower teams & partnering with us propels organisations to embark on a journey toward excellence and success.

Training Approach & Methodology



One-on-one, tailored approach

Million Smiles Global shall deliver personalized, confidential sessions designed to address the specific needs and goals of the Board of Directors. This customized approach ensures relevance to individual roles and responsibilities, maximizing the value of the training.



Integrated Development Focus

The program shall emphasize a holistic approach, combining organizational, professional, and personal growth. This ensures board members are equipped to align governance practices with strategic goals and lead with effectiveness.



Practical strategies and tools

Million Smiles Global shall provide board members with actionable strategies and practical tools to enhance their leadership, improve decision-making, and address key governance challenges specific to your organization.



Focused and Outcome-Driven Sessions

The training sessions will be outcome-driven, concentrating on delivering practical insights and immediate takeaways. This ensures board members can apply the knowledge effectively to drive measurable improvements in governance and leadership.

GROW Model (Goal, Reality, Options, Will)

Our training & coaching philosophy is guided by the internationally recognized **GROW Model**, developed by **Sir John Whitmore** a framework that inspires clarity, accountability, and transformation. Through this model, Million Smiles Global help individuals and teams define clear **Goals**, understand their current **Reality**, explore **Options**, and commit to a Way Forward (**Will**) that fuels growth and performance. Each Training program & coaching conversation becomes a journey of self-discovery empowering participants to unlock their potential, overcome challenges, and achieve both personal and organizational excellence.

Rooted in empathy and purposeful dialogue, the GROW approach aligns seamlessly with our mission to create workplaces where people lead with confidence, think with clarity, and act with intention.



Grow	Reality	Options	Will
DEFINE WHERE YOU WANT TO GET TO What do you want to achieve? What does your goal look like, specifically? How would you define your goal?	AGREE PARAMETERS OF YOUR SITUATION What is happening right now? How will your situation impact your goal? What resources are available to you?	EXPLORE OPTIONS AVAILABLE TO YOU What options are available to you? How might these options play out? How would you rank your options?	COMMIT TO A PATH FORWARDS How committed are you to your goal? What are the first steps forwards? What might get in your way?

LEAP LEARNING

Our training methods utilizes a three stage learning methodology called LEAP MODEL ensuring that training creates concrete results for the organization.

STAGE 1 LEARN : ACQUIRING NEW CONCEPT & SKILLS

- New concepts, tools and insights are offered through a fully customized blend of delivery approaches, in ways that are relevant to the learners.
- Based on 'experiential learning' principles, each tool is presented a way that new skills are explicitly and specifically connected to each individual's job. Keeping in view individuals' learning preferences, 'experiential learning' ensures people will transfer learning into action and maximize the sustainability and impact of their new information, behaviors, and skills in ways that are most relevant to their specific jobs.

STAGE 2

PRACTICE: NEW BEHAVIOURS BECOME A NORMAL LIFESTYLE

- The top management not necessarily wants ROI studies with shaky numbers. But hard evidence that participants are actually practicing and using skills taught on the job and are making a positive contribution to the business.
- Through follow-ups and reinforcement, we ensure that new behaviors and concepts not only become part of the learner's daily routine but becomes a normal 'practice'. Learners are held accountable for using what they have learned, so learning is hard-wired into the systems of company.

STAGE 3

APPLY: NEW SKILL TO THE JOB

- Learners are given additional opportunities to apply the refined version of their new behaviors and conversations with peers or mentors in a business-like environment before attempting them with direct reports, colleagues, customers or Bosses on the job
- However, the applications of learning in a crafted setting is different from the actual workplace situations. Therefore, we strongly partner with the organization in the follow-up and reinforcement of training to ensure true application of new
- Organizations are encouraged to provide multiple touch points with the content and follow-up training to reinforce learning. Utilizing online activities and discussions can also help build a sense of community and allow individuals to mentor each

CREATING A WINNING TEAM



THE WINNING TEAMS



The program will continue delivering value after your people return to work. To help them achieve the personal and professional goals they set for themselves during the session. We will send them carefully designed, brief follow-up exercises and reminders to keep them engaged & updated.





CORPORATE GOVERNANCE & LEADERSHIP DEVELOPMENT PROGRAM

Corporate Governance & Leadership Development Program

Our comprehensive training program is designed to enhance the effectiveness of the Board of Directors through **five key modules**. Each selected module shall be completed within 3 to 6 days, depending on the selection, ensuring a focused, impactful learning experience.



Module A

Governance Principles and Practices

This module shall explore the foundational principles of effective corporate governance, equipping board members with the latest trends, regulatory frameworks, and best practices.

It shall highlight the importance of ethical decision-making, conflict resolution, and sustainability to ensure robust governance structures.

Module B

Leadership and Board Effectiveness

Focusing on enhancing leadership capabilities, this section provides insights into succession planning, optimizing board committees, and effective chairmanship.

It shall empower directors to lead with confidence, foster collaboration, and align the board's functions with organizational goals.

Module C

Risk, Finance, and Compliance

In this section, directors shall gain a deeper understanding of financial oversight, risk management, and compliance.

Topics like IT governance, anti-money laundering, and financial acumen for non-finance directors are covered to strengthen decision-making in high-stakes environments.

Module D

Strategic Planning and Stakeholder Engagement

This module shall explore the foundational principles of effective corporate governance, equipping board members with the latest trends, regulatory frameworks, and best practices.

It shall highlight the importance of ethical decision-making, conflict resolution, and sustainability to ensure robust governance structures.



Module E

Organizational Structuring & Succession Plan

This module focuses on building a strong organizational framework by defining clear roles, improving decision-making processes, and ensuring leadership continuity.

It equips businesses with strategies to structure their teams effectively and develop a succession plan that ensures long-term stability and growth.



MODULE A

Governance Principles & Practices

- 1 Latest trends and best practices in corporate governance
- 2 Director duties and liabilities
- 3 Managing conflicts of interest and related party transactions
- 4 Business ethics and corporate culture
- 5 Corporate regulatory frameworks
- 6 Corporate governance assessments
- 7 Sustainability and ESG reporting

➤ Latest Trends and Best Practices in Corporate Governance

- Corporate governance principles and global trends
- Transparency, accountability, and stakeholder engagement
- Evolving regulations and frameworks
- Best practices in board composition
- Strengthening ethical leadership
- Corporate social responsibility (CSR)
- Impact of digital transformation
- Role of non-executive directors and independent directors

➤ Director Duties and Liabilities

- Legal and ethical responsibilities of directors
- Duty of care, duty of loyalty, and duty of disclosure
- Risks of non-compliance and negligence
- Legal implications of decisions and actions
- Insurance and indemnity for directors
- Key cases and precedents affecting director liabilities
- Mitigation strategies to protect board members
- Regular legal training for directors



➤ Managing Conflicts of Interest & Related Party Transactions

- Identifying and disclosing conflicts of interest
- Legal requirements for transparency in related party transactions
- Procedures for managing conflicts
- Independent board reviews
- Governance structures to handle conflicts
- Codes of conduct to address conflicts
- Best practices for related party transactions
- Managing potential risks associated with conflicts

› Business Ethics & Corporate Culture

- › Developing a robust corporate ethics program
- › Promoting ethical decision-making in the boardroom
- › Defining corporate values and cultural norms
- › Addressing unethical behavior and misconduct
- › Encouraging ethical leadership at all levels
- › Stakeholder trust and its impact on business reputation
- › Role of corporate governance in fostering ethics
- › Ethical dilemmas and how to navigate them

› Corporate Governance Assessments

- › Methods for evaluating corporate governance effectiveness
- › Internal and external governance audits
- › Key performance indicators (KPIs) for governance
- › Governance maturity models
- › Benchmarking against industry standards
- › Role of independent audits in governance
- › Recommendations for governance improvements
- › Assessing board performance and accountability

› Corporate Regulatory Frameworks

- › Understanding key corporate laws and regulations
- › Vision 2030 compliance frameworks
- › Adapting to evolving regulatory environments
- › Corporate governance codes and standards
- › Regulatory bodies and their influence on governance
- › Role of the board in compliance and risk management
- › Strategies for maintaining regulatory compliance
- › Compliance monitoring and reporting

› Sustainability & ESG Reporting

- › Integrating environmental, social, and governance (ESG) factors into business strategy
- › ESG reporting standards and frameworks
- › Measuring and reporting on sustainability performance
- › Stakeholder expectations around ESG practices
- › Role of the board in driving ESG initiatives
- › Managing sustainability risks and opportunities
- › Best practices for ESG transparency and disclosure
- › Aligning ESG goals with corporate strategy
- › Vision 2030 ESG initiatives



MODULE B

Leadership and Board Effectiveness

- 1 Structured succession planning
- 2 The future fit director
- 3 The effective board secretary
- 4 Getting the best out of board committees
- 5 The future board
- 6 Reporting to the board
- 7 How to be an effective chairman

› Structured Succession Planning

- › Developing a clear and effective succession plan
- › Identifying and grooming future leadership talent
- › Ensuring continuity in leadership roles
- › Addressing gaps in leadership capabilities
- › Board involvement in the succession process
- › Crisis management and emergency succession planning
- › Diversity and inclusion in leadership succession
- › Role of external advisors in succession planning



› The Future Fit Director

- › Key skills and attributes for future directors
- › Adaptability to technological advancements
- › Embracing digital transformation and innovation
- › Understanding sustainability and ESG priorities
- › Critical thinking and strategic decision-making
- › Collaborative leadership in a diverse environment
- › Continuous professional development for directors
- › Balancing traditional governance with new-age strategies

➤ The Effective Board Secretary

- Role and responsibilities of the board secretary
- Ensuring proper governance practices and compliance
- Organizing and documenting board meetings
- Communicating between the board and management
- Advising on legal and regulatory matters
- Managing board procedures and protocols
- Facilitating board member development
- Handling sensitive information with discretion

➤ Getting the Best out of Board Committees

- Establishing clear roles and objectives for committees
- Ensuring effective communication between committees and the board
- Recruiting the right members for each committee
- Defining key performance metrics for committees
- Evaluating committee effectiveness
- Supporting committees in their decision-making processes
- Best practices for committee meetings and agendas
- Leveraging committees to improve governance and oversight



➤ The Future Board

- Defining the characteristics of the future board
- Incorporating diversity, digital, and ESG considerations
- Adapting to changing governance landscapes
- Enhancing the agility and responsiveness of the board
- Board structure and composition for the future
- Importance of skills and knowledge diversity
- Harnessing technology for improved governance
- Collaborative approaches to board decision making



➤ Reporting to the Board

- Best practices for board reporting and communication
- Clear, concise, and actionable reporting formats
 - Aligning reports with board priorities and
- strategic goals
 - Incorporating risk management and
- performance metrics
- Ensuring timely and accurate reporting
- Tailoring reports for diverse board members
- Continuous improvement in reporting practices
 - Enhancing transparency through effective communication



➤ How to be an Effective Chairman

- Defining the role and responsibilities of the chairman
- Leading the board with vision and clarity
- Facilitating constructive discussions and decision-making
- Managing conflicts and ensuring impartiality
- Building strong relationships with fellow directors
- Encouraging a collaborative and inclusive board culture
- Ensuring board effectiveness through regular assessments
- Championing good governance practices and ethical leadership



MODULE C

Risk, Finance and Compliance

- 1 IT governance and cyber security
- 2 Anti-money laundering and counter-terrorism financing
- 3 Risk management
- 4 Finance for non-finance directors
- 5 Corporate finance

➤ IT Governance & Cyber Security

- Ensuring robust IT governance frameworks
 - Addressing emerging cybersecurity threats and risks
 - Building resilient IT systems and protocols
 - Director responsibilities in managing cybersecurity
 - Establishing a cyber-risk management plan
 - Conducting regular cybersecurity training and assessments
 - Collaboration with IT departments to manage risks
- Regulatory compliance related to data privacy and security



➤ Anti-Money Laundering & Counter-Terrorism Financing

- Understanding AML and CTF regulations
- Risk management strategies for preventing money laundering
- Best practices for board oversight of AML/CTF activities
- Establishing compliance programs for AML & CTF
- Role of directors in anti-money laundering efforts
- Risk-based approaches to AML/CTF
- Monitoring and reporting suspicious activities
- Collaborating with regulators to ensure compliance



› Finance for non-Finance Directors

- › Basic financial literacy for directors
- › Understanding key financial statements (balance sheet, P&L, cash flow)
- › Financial decision-making and risk assessment
- › Financial performance indicators and metrics
- › Cost management and profitability analysis
- › Board oversight of financial risks and opportunities
- › Strategic use of financial resources
- › Collaborating with CFOs to ensure financial health



› Risk Management

- › Identifying and assessing corporate risks
- › Enhancing the risk management framework
- › Key risks facing the organization (e.g., operational, financial, reputational)
- › Strategies for mitigating and managing risks
- › Role of the board in risk oversight
- › Ensuring risk management is integrated with business strategy
- › Conducting regular risk assessments and audits
- › Monitoring and adjusting risk management strategies



› Corporate Finance

- › Understanding corporate finance principles
- › Managing capital structure and funding sources
- › Financial planning and forecasting techniques
- › Corporate valuation methods and strategies
- › Managing mergers, acquisitions, and divestitures
- › Financing strategies for growth and innovation
- › Risk assessment in corporate finance decisions
- › Managing financial performance and shareholder value

MODULE D

Strategic Planning and Stakeholder Engagement

- 1 Strategy and scenario planning
- 2 Shareholder engagement
- 3 Foundations of directorship
- 4 Future trends and strategic thinking
- 5 Family governance



› Strategy & Scenario Planning

- › Developing long-term strategic plans
- › Scenario planning and forecasting potential outcomes
- › Aligning strategy with corporate mission and vision
- › Evaluating market trends and competition
- › Identifying and seizing new business opportunities
- › Building flexibility into strategic plans
- › Role of directors in strategic decision-making
- › Conducting regular strategy reviews and adjustments

› Shareholder Engagement

- › Building strong relationships with shareholders
- › Transparency and regular communication with investors
- › Understanding shareholder expectations
- › Incorporating shareholder input into strategic decisions
- › Managing shareholder activism and engagement challenges
- › Aligning corporate strategy with shareholder value
- › Enhancing shareholder loyalty through effective governance
- › Corporate actions and their impact on shareholder relations

› Foundations of Directorship

- › Core competencies and responsibilities of directors
- › Legal, ethical, and fiduciary duties
- › Board dynamics and governance structures
- › Setting the strategic direction for the organization
- › Leading with integrity and accountability
- › Director independence and decision-making
- › Effective communication and collaboration with management
- › Understanding the role of external advisors

› Future Trends & Strategic Thinking

- › Anticipating future governance challenges
- › Adapting to industry and market changes
- › Understanding technological disruptions
- › Fostering innovation in governance and leadership
- › Strategic thinking for long-term success
- › Preparing the organization for emerging trends
- › Developing a proactive approach to change
- › Incorporating sustainability and social responsibility into future strategies



› Family Governance

- › Defining family governance structures
- › Balancing family and business priorities
- › Establishing a family charter and governance policies
- › Managing succession in family-owned businesses
- › Integrating family values into business strategy
- › Addressing conflict resolution in family businesses
- Role of the board in family business governance
- Planning for future generations in family-owned firms



MODULE E

Organizational Structuring & Succession Plan

- 1 Introduction and Objectives
- 2 Key Roles and Positions
- 3 Talent Identification
- 4 Leadership Development
- 5 Emergency Succession Plan
- 6 Governance and Accountability
- 7 Implementation Plan

➤ Introduction & Objectives

Define the purpose and goals of the succession plan. This involves:

- Objectives of the plan
- Alignment with organizational goals
- Importance of succession planning

➤ Key Roles & Positions

Identify roles critical to the organization's success. This involves:

- List of critical positions
- Description of roles and responsibilities
- Criteria for identifying key positions



➤ Talent Identification

Recognize potential successors for key roles. This involves:

- Criteria for talent assessment
- Process for identifying high-potential employees
- Talent pool creation

➤ Leadership Development

Prepare employees for future leadership roles. This involves:

- Development programs (e.g., training, coaching, mentoring)
- Leadership competencies
- Career progression pathways

➤ Emergency Succession Plan

Develop contingency plans for unplanned vacancies. This involves:

- Interim leadership arrangements
- Roles and responsibilities during transitions
- Risk assessment of critical roles

➤ Implementation Plan

Define the steps to execute the succession strategy. This involves:

- Action plan for implementation
- Key performance indicators (KPIs)
- Resource allocation



➤ Governance & Accountability

Develop contingency plans for unplanned vacancies. This involves:

- Role of the succession planning committee
- Reporting lines and responsibilities
- Monitoring and evaluation process





GENERAL TRAININGS & POWER SKILLS

GENERAL TRAININGS & POWER SKILLS

No matter what field your employees may be in whether in a technical role or not, everyone needs to have the proper soft skills to get ahead. Soft skills help them to improve their professional relationships and get things done faster.

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|----|--------------------------------------|----|---|
| 01 | MANAGEMENT TO LEADERSHIP | 11 | THE ART OF NEGOTIATION |
| 02 | COMMUNICATION & INTERPERSONAL SKILLS | 12 | WORKPLACE COMMUNICATION |
| 03 | PROBLEM SOLVING & CREATIVE THINKING | 13 | BUSINESS PRESENTATION SKILLS FOR MANAGERS |
| 04 | EMOTIONAL INTELLIGENCE | 14 | CRITICAL THINKING |
| 05 | PERSONAL GROOMING SESSIONS | 15 | LEADERSHIP - MASTERCLASS |
| 06 | WOMEN DRIVEN SKILL DEVELOPMENT | 16 | STRESS MANAGEMENT |
| 07 | WOMEN COUNSELING & GROOMING | 17 | RELATIONSHIP SESSIONS |
| 08 | WOMEN EMPOWERMENT SESSIONS | 18 | TIME MANAGEMENT |
| 09 | WOMEN WORKFORCE LEADERSHIP TRAININGS | 19 | DYNAMIC PUBLIC SPEAKING |
| 10 | HOW TO BE A BETTER TEAM PLAYER | 20 | COUNSELLING SESSIONS |



01

› Management To Leadership

- › Master advanced leadership and management skills to excel in any role.
- › Motivate, inspire, and elevate your team's performance.
- › Communicate vision and drive impactful change.
- › Foster a culture of growth, innovation, and success.
- › Leverage strategic partnerships and Agile methodologies.
- › Enhance productivity with strategic goal setting and efficient decision-making.

02

› Communication & Interpersonal skills

- › Effective communication strategies
- › Active listening techniques
- › Non-verbal communication skills
- › Building rapport and trust
- › Conflict resolution and negotiation
- › Cross-cultural communication
- › Enhancing empathy and emotional intelligence

03

› Problem Solving & Creative Thinking

- › Identifying and defining problems
- › Root cause analysis
- › Creative brainstorming techniques
- › Decision-making frameworks
- › Implementing solutions effectively
- › Evaluating outcomes and feedback loops
- › Encouraging a culture of continuous improvement



04

› Emotional Intelligence

- › Understanding emotional intelligence (EI)
- › Self-awareness and self-regulation
- › Social awareness and empathy
- › Building and managing relationships
- › Emotional resilience
- › Applying EI in leadership
- › EI assessments and development plans

05

› Personal Grooming Sessions

- › Professional attire and appearance
- › Personal hygiene and grooming tips
- › Building a professional image
- › Etiquette and manners
- › Confidence building
- › Body language and posture
- › First impressions and impact



06

› Women Driven Skill Development

- › Identifying key skills for women in the workforce
- › Tailored training programs for women
- › Mentorship and coaching opportunities
- › Building technical and soft skills
- › Leadership development for women
- › Overcoming gender-specific challenges
- › Success stories and role models

07

› Women Counseling & Grooming

- › Addressing women-specific challenges
- › Building self-confidence and self-esteem
- › Professional grooming and presentation
- › Work-life balance strategies for women
- › Emotional and mental well-being
- › Creating supportive networks
- › Career advancement strategies



08

› Women Empowerment Sessions

- › Importance of women empowerment
- › Leadership skills for women
- › Building confidence and self-esteem
- › Work-life balance for women
- › Networking and mentorship opportunities
- › Advocacy and support groups



09

› Women WorkForce Leadership Training

- › Developing women leaders
- › Career development and advancement
- › Negotiation skills for women
- › Overcoming workplace challenges
- › Leadership styles and effectiveness
- › Success stories and role models

10

› How to be a Better Team Player

- › Understanding team dynamics
- › Effective collaboration and cooperation
- › Communication within teams
- › Conflict resolution and problem-solving
- › Roles and responsibilities in a team
- › Building trust and mutual respect
- › Celebrating team successes

12

› Workplace Communication

- › Prioritize clear and concise communication
- › Foster a culture of active listening
- › Be mindful of cultural differences
- › Implement regular feedback mechanisms
- › Utilize the best channels for effective messaging
- › Uphold professionalism in all company communications



13

› Business Presentation Skills for Managers

- › Structuring and organizing presentations
- › Engaging storytelling techniques
- › Visual aids and slide design
- › Public speaking and body language
- › Handling Q&A sessions
- › Persuasion and influence tactics
- › Feedback and improvement



11

› The Art of Negotiation

- › Fundamentals of negotiation
- › Preparation and planning for negotiation
- › Building negotiation strategies
- › Communication skills in negotiation
- › Handling objections and conflicts
- › Closing the deal
- › Post-negotiation follow-up



14

➤ Critical Thinking

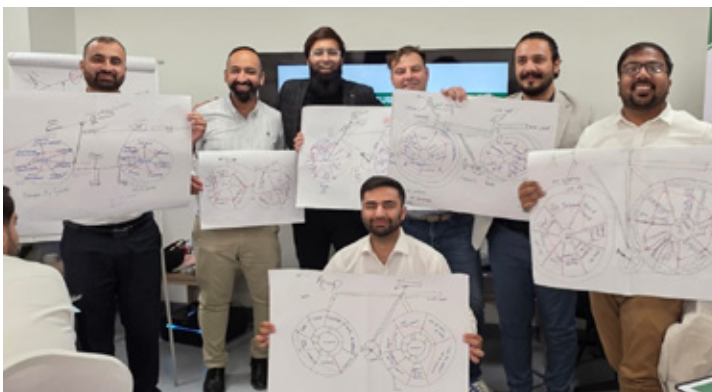
- Fundamentals of critical thinking
- Analytical reasoning skills
- Evaluating information and sources
- Strategic thinking and planning
- Problem-solving and decision-making
- Encouraging team critical thinking
- Case studies and practical applications



15

➤ Leadership Masterclass

- Master advanced leadership and management skills to excel in any role
- Motivate, inspire, and elevate your team's performance
- Communicate vision and drive impactful change
- Foster a culture of growth, innovation, and success
- Leverage strategic partnerships and Agile methodologies
- Enhance productivity with strategic goal setting and efficient decision-making



16

➤ Stress Management

- Identifying sources of stress
- Stress reduction techniques
- Mindfulness and relaxation practices
- Time management and prioritization
- Building resilience and coping mechanisms
- Work-life balance strategies
Creating a supportive work environment



17

› Relationship Sessions

- › Building strong workplace relationships
- › Effective communication in relationships
- › Trust-building strategies
- › Conflict resolution and mediation
- › Networking and collaboration
- › Maintaining healthy work boundaries
- › Team bonding activities



18

› Time Management

- › Prioritizing tasks and goals
- › Time management techniques (e.g., Pomodoro, GTD)
- › Avoiding procrastination
- › Delegation and teamwork
- › Scheduling and planning
- › Balancing work and personal life
- › Tools and apps for time management



19

› Dynamic Public Speaking

- › Overcoming public speaking anxiety
- › Crafting compelling speeches
- › Vocal techniques and clarity
- › Engaging the audience
- › Using visual aids effectively
- › Handling impromptu speaking
- › Continuous improvement through feedback



20

› Counselling Sessions

- › Benefits of workplace counseling
- › Types of counseling services
- › Confidentiality and trust in counseling
- › Identifying employee needs
- › Providing emotional support
- › Referrals and additional resources
- › Monitoring progress and outcomes



WOMEN EMPOWERMENT

ALIGNED WITH KSA VISION 2030

WOMEN EMPOWERMENT

ALIGNED WITH KSA VISION 2030

At Million Smiles Global, we proudly support the transformative vision of Saudi Arabia's Vision 2030, which places women at the heart of national progress and economic diversification. Our Women Empowerment Programs are designed to help women unlock their potential, embrace their strengths, and lead with confidence both in the workplace and beyond. We believe that empowering women is not only a social responsibility but a strategic advantage for every organization striving toward innovation, balance, and sustainable growth.



What We Do?

Million Smiles Global delivers holistic development programs that nurture women's personal and professional growth through structured, culturally sensitive, and impact-driven training. Each program is built around the pillars of confidence, wellbeing, leadership, and inclusion creating environments where women feel valued, supported, and inspired to thrive.

Our offerings include:

- Emotional Intelligence for Women Leaders:**
 Empowering women to understand and manage emotions effectively building empathy, confidence, and strong interpersonal relationships
- Happiness at Work for Women:**
 Interactive workshops that promote positivity, collaboration, and emotional intelligence, empowering women to lead happier and more engaged work lives. This results in "Happiness Index" resulting in overall performance improvement.



- **Women Empowerment & Leadership Sessions:**

Inspiring women to break barriers, discover their leadership voice, and contribute meaningfully to their organizations' success stories.

- **Stress Management & Emotional Balance for Women:**

Providing practical frameworks and mindfulness techniques to manage stress, prevent burnout, and maintain mental harmony while navigating professional and personal responsibilities.

- **Communication & Influence Mastery:**

Helping women strengthen their voice through assertive communication, presentation skills, and influence techniques that enhance visibility, credibility, and impact in the workplace.



- **Confidence Reimagined: Self-Image & Personal Growth:**

Inspiring women to embrace self-worth, rebuild confidence, and celebrate individuality through guided reflection, mindset coaching, and personal development exercises designed to reignite inner strength.



- **Women Counselling Sessions:**

Providing a safe, confidential space for women to share challenges, seek guidance, and build emotional resilience with the help of certified counsellors.

- **Financial Confidence for Women:**

Equipping women with the financial literacy and confidence needed to make informed personal and professional decisions fostering independence, empowerment, and long-term financial wellbeing.

- **Wellbeing & One-to-One Coaching:**

Personalized coaching that supports emotional balance, confidence-building, and goal-setting tailored to each participant's professional journey.

- **Breaking the Glass Ceiling Workshops:**

Guiding women to overcome self-doubt, cultural barriers, and organizational challenges through mindset transformation, goal-setting, and mentorship strategies that enable them to rise into leadership roles.

- **Workplace Harassment Awareness & Prevention Training:**

Creating safer, more respectful workplaces through awareness, empathy-building, and practical tools for identifying and addressing harassment.

- **Motherhood & Work-Life Balance Sessions:**

Helping working mothers harmonize professional success with family wellbeing through mindfulness, time management, and self-care practices.

How We Deliver?

Our programs combine coaching, psychology, and experiential learning to ensure every participant walks away with not only inspiration but practical strategies for real-world application. Each session is carefully adapted for corporate environments, respecting cultural values while promoting inclusivity and empowerment.

Workshops can be delivered as:

- 1 **Interactive sessions for large teams or departments**
- 2 **Leadership retreats for high-potential female leaders**
- 3 **One-on-one coaching or counselling sessions for personal transformation**
- 4 **Long-term developmental journeys that build sustained confidence and growth**



We collaborate closely with HR departments and leadership teams to align each session with **organizational goals and Vision 2030** objectives supporting companies in fostering gender diversity, equality, and inclusive workplace culture.

Why it Matters

Empowered women contribute to stronger families, more balanced workplaces, and a more progressive nation. As Vision 2030 aims to increase women's participation in the workforce and leadership positions, Million Smiles Global stands as a committed partner in driving that change.

Our programs don't just empower individuals they reshape cultures. By helping women find their voice, build confidence, and cultivate wellbeing, we enable organizations to benefit from greater creativity, collaboration, and employee satisfaction.

The result is a workforce where women are not only included they are leading, inspiring, and transforming the future.

Our Promise

At Million Smiles Global, we are devoted to creating workplaces where every woman feels appreciated, supported, and celebrated. Through our specialized training, coaching, and counselling, we help women rise with confidence nurturing a generation of resilient leaders, compassionate professionals, and empowered mothers who embody the true spirit of Vision 2030.





WELLNESS, MENTAL HEALTH & COACHING

WELLNESS, MENTAL HEALTH & COACHING

At Million Smiles Global, we believe that true organizational success begins with human wellbeing. In today's demanding corporate landscape, employees face increasing mental pressure, emotional fatigue, and constant performance stress. Our Wellbeing, Mental Health & Coaching Programs are designed to nurture emotional strength, clarity, and resilience creating workplaces where individuals don't just survive, they thrive. We create **HAPPINESS** at workplaces.



Our approach integrates science, mindfulness, and coaching excellence to create measurable impact on both employees and business performance.

Through guided sessions on wellness, self-awareness exercises, and personalized coaching, we help participants unlock their best selves emotionally balanced, mentally focused, and confidently engaged. We create **STORIES**.



Core Benefits of Our Wellness Programs

Our programs are built around the proven psychological and physiological benefits of positive mental health practices:

Our Wellness Philosophy



1. Improved Mood

Activities and reflective coaching sessions release “feel-good” hormones, helping employees experience greater positivity, motivation, and energy.

2. Lower Risk of Depression:

Consistent wellbeing routines and supportive environments reduce emotional fatigue and lower the risk of long-term stress or depression.



3. Better Sleep & Recovery:

Mindfulness, relaxation, and breathing techniques improve rest and rejuvenation which results in boosting focus, cognitive health and performance at work. Our tailored exercises help in overall employee recovery leading to “Happiness at work” .



4. Manage Stress, Anxiety & Intrusive Thoughts :

Employees learn practical methods to handle pressure, manage cortisol levels, and regain mental control in challenging times.



5. Higher Self-Esteem & Confidence:

Through skill-building, coaching, and emotional intelligence development, participants rediscover their inner strength and self-worth.

6. Improved Social Connection:

Group-based wellbeing sessions strengthen team bonds, empathy, and collaboration across all levels of the organization.



Coaching for Sustainable Growth

Million Smiles Global works closely with individuals and leadership teams to create a culture of psychological safety, empathy, and performance. Whether through one-to-one coaching or structured wellbeing programs, our goal is to help employees set personal goals, manage emotions effectively, and build lasting habits that drive productivity and happiness.



Aligned with the values and workplace culture, Million Smiles Global ensures every program is delivered with cultural sensitivity, inclusion, and respect. We offer both mixed and gender-specific sessions where appropriate, ensuring comfort and openness for all participants.

At Million Smiles Global, we go beyond awareness we build transformation. When employees feel mentally supported, emotionally balanced, and genuinely happy, the entire organization flourishes. Because wellbeing is not just a personal benefit it's a business advantage.



Our offerings include:

We deliver holistic and human-centered programs that strengthen emotional wellbeing, mental resilience, and workplace harmony. Each offering is tailored to meet corporate needs while fostering growth, happiness, and purpose at work.

- **One-to-One Coaching:**

Personalized sessions designed to help employees set meaningful goals, overcome challenges, and unlock potential.

- **Mindfulness & Stress Management Programs:**

Techniques to reduce stress, enhance focus, and sustain mental clarity in high-pressure environments.

- **Team Wellbeing Workshops:**

Interactive group experiences promoting collaboration, empathy, and collective emotional intelligence.

- **Leadership & Emotional Intelligence Development:**

Training that cultivates self-awareness, empathy, and effective communication in leaders in the workplace.



- **Culturally Aligned Wellbeing Sessions:**

Separate or mixed-gender programs that respect and reflect the values of Middle Eastern workplaces.

- **Employee Happiness Programs:**

Initiatives that inspire joy, motivation, and a strong sense of belonging within teams. These programs aim to enhance workplace culture, boost productivity, and strengthen organizational commitment.



Every session is designed not just to inform, but to transform helping individuals and organizations build a lasting culture of wellbeing, trust, and high performance.



LAUGHTER THERAPY

LAUGHTER THERAPY

At Million Smiles Global, we believe that every workplace & Leadership Role deserve not just success but joy too.

Our Laughter Therapy Program brings the healing power of laughter into the corporate world, transforming ordinary teams into positive, connected, and high-performing communities.

Designed for organizations across the Middle East especially the Kingdom of Saudi Arabia and Aligned with Vision 2030, our “Laughter Therapy” sessions combine science, psychology, and play to create powerful wellbeing experiences that boost morale, creativity, and emotional balance.



What We Do?

Million Smiles Global delivers structured laughter therapy sessions that integrate:

- **Guided Laughter Exercises:** Scientifically proven techniques that stimulate endorphins, reduce cortisol, and uplift mood.
- **Playful Team Activities:** Fun, culturally appropriate exercises that dissolve barriers and build authentic connections.
- **Breathwork & Relaxation:** Deep breathing and mindfulness to balance energy and calm the nervous system.
- **Reflection & Energy Alignment:** Gentle closing rituals to help participants internalize positivity and carry it into their work life.

Each session is a carefully curated blend of wellbeing science and cultural sensitivity, ensuring comfort, respect, and inclusion for all participants.

We tailor every session according to your environment & needs whether it's a mixed group, gender-segregated session, or a leadership retreat.

Why It Matters?

In today's fast-paced corporate environment, stress and burnout quietly erode performance.

Laughter Therapy provides a natural as antidote it releases emotional tension, enhances team communication, strengthens focus, and fosters creativity.

When employees laugh together, they don't just relax they reconnect. That renewed human connection becomes the foundation for empathy, resilience, and collaboration across the organization.



Why Choose Million Smiles Global?

- **Corporate-Centric Approach:**
Every session is designed with measurable outcomes improved engagement, reduced stress, and stronger team cohesion.
- **Culturally Aware Delivery:**
Facilitated by our social trainers who understand Middle Eastern & business culture and adapt content accordingly.
- **Scientific Foundation:**
Based on proven principles from laughter yoga, positive psychology, and neuroscience.
- **Flexible Formats:**
Available as short energizer sessions, full-day workshops, or multi-week wellbeing programs.
- **Measurable Impact:** We assess results through pre/post-session wellbeing metrics and provide a concise impact report for HR and leadership teams

The Impact

Organizations that have experienced Million Smiles Global's laughter therapy report:

- Noticeable improvement in workplace mood and energy levels.
- Bonding & acceptance to each other.
- Lower stress indicators and absenteeism.
- Reduction in Office Politics, Leg Pulling & Toxic Culture.
- Increased employee engagement and creative collaborations.
- A more positive and emotionally intelligent & organizational culture.
- Happy Teams, Create Happy Company & Happy Companies Create Success Stories.



Our Promise

Million Smiles Global transforms workplaces by reminding teams that joy is not a distraction from success it is a driver of it.

Through the simple yet profound act of shared laughter, we help companies rediscover what truly keeps them moving forward human connection, happiness, and heart.





LEADERSHIP TEAM

ZESHAN AFZAL

Chief Executive Officer

Zeshan Afzal is a visionary Leadership Trainer & Coach, Wellness Expert, and Chief Executive Officer of **Million Smiles Global KSA**, widely recognized for his ability to transform leaders and organizations through a holistic approach that blends psychology, wellness, and real world business insight. With over two and a half decades of professional experience, he continues to empower professionals to lead with authenticity, emotional intelligence, and purpose.

He has worked on Wall Street and delivered leadership lectures across North America, Europe, Africa, South Asia & Middle East. While working across several countries, Zeshan developed a strong foundation in corporate strategy, performance management, and global leadership. His time in high pressure global markets shaped his understanding of how people think, act, and succeed under stress that now form the cornerstone of his Leadership philosophy.



Leadership Trainer & Coach, Zeshan focuses on cultivating emotional intelligence, decision making under pressure, and values based leadership. His coaching approach helps executives and teams unlock their full potential, fostering confidence, clarity, and collaborative strength.

Wellness Expert, he promotes the essential balance between performance and personal well-being. He integrates mindfulness, positive psychology, and **laughter therapy** to help professionals manage stress, build resilience, and nurture a sense of fulfillment in their work and lives.

Experiential Learning Trainer, Zeshan brings learning to life through immersive, hands-on programs that move beyond theory. His sessions encourage self-discovery, communication, and team alignment, creating lasting behavioral change rather than temporary inspiration.

Business Psychology, his teachings explore the deeper human factors that drive motivation, leadership behavior, and workplace culture enabling organizations to achieve both excellence and empathy.

Zeshan has worked with several leading organizations in Saudi Arabia, including the **Abdullah Fouad Group, Tamimi Global, Careem, Windmason, Insights, ACCA, Resala, Fiduciam Global, Vision360, DNC Group, Advance RSM Global, and Tracking**. His training sessions are known for their engaging energy, interactive methods, leadership decoding and transformative outcomes that leave a lasting impact on participants.

Mental Health awareness, **Women Empowerment & Inclusive Leadership**, Zeshan continues to champion causes that promote balance, empathy, and equality while promoting "Gender Intelligence" within corporate environments.

Through Million Smiles Global, he envisions a professional world where success is measured not just by results, but by the well-being, happiness, and human connection that fuel them inspiring people everywhere to **Go Beyond What You Think**.

Zeshan Afzal

CEO Million Smiles Global KSA | Leadership Coach | Wellness Expert
| Experiential Learnings Trainer | Business Psychology | x Wall Street
| x KPMG New York | x Global CEO SAF

Social Impact

He's amongst the Top 05 LinkedIn Professionals in South East Asia voted by FVL Paris. Having more than 155K Followers, Zeshan generated a traction of 17Mn plus impressions last year and in last 05 years he had over 65 Million impressions on the LinkedIn Professional Network.

Zeshan has held several senior positions in the Corporate Sector from being the Chief Executive Officer to being a Group Executive Director & Independent Director on various boards of listed and private companies and a foreign board as well.

He has also been Chairman audit & part of various audit, investment & management committees and have worked on various CSR projects.

Global Leadership

Zeshan has also delivered talks on AI, Corporate Finance, Travel & Tourism potential and been a speaker on various global forums. He also does Corporate Consulting, HR, IA and Strategy sessions.

He has given lectures on developmental areas focusing on Humanitarian work & Leadership in Japan, Sri Lanka, Singapore, South Africa, Qatar, Bahrain, UK, Canada and USA. He has also hosted World Bank Global Leadership teams in Asia and regularly hosts leading CEOs for leadership, wellness and development talks.

Key Clients in Middle East

Abdullah Fouad Group, Tamimi Global, Careem, Windmason, Insights, ACCA, Resala, Fiduciam Global, Vision360, DNC Group, Advance RSM Global, and Tracking.



Zeshan Afzal

CEO Million Smiles Global KSA | Leadership Coach | Wellness Expert
| Experiential Learnings Trainer | Business Psychology | x Wall Street
| x KPMG New York | x Global CEO SAF

former Leadership Roles

- Director KPMG New York at Wall Street
- CEO Peshawar Zalmi (Sports Franchise of Cricket under PCB)
- Global CEO SAF managing 11 countries
- Group Head Arif Habib Corporation
- President TECH Pakistan
- Group Executive Director Stylo Group
- Advisor to JS Global Capital
- Advisor to Board of CCL Pharma
- Advisory committee Power Cement Ltd.
- Advisory committee Aisha Steel Ltd.
- Advisory committee Sachal Energy
- Advisor at Sufi Steel Industries
- Advisory committee Javedan Corp
- Advisor to Excel Engineering
- Advisor to DH Foundation
- Advisor to CYTE Foundation

Board Leadership

Served on multiple boards and committees, driving governance, audit, and investment strategies that enhanced organizational performance and stakeholder value.

Board Leadership Roles

- Cordoba LV
- Netsol Technologies
- Sadaqat Textile
- Investor Lounge
- Arif Habib Limited
- Crescent Textile Mills Ltd.
- Safe Mix Concrete Limited
- Reliance Sacks (a Fatima Group Company)
- Serendib Stock Brokers in Sri Lanka

Philanthropic Leadership

Through Million Smiles Foundation (a non-profit CSR initiative), working on UN SDG-1 (No Poverty), SDG-2 (Zero Hunger), SDG-4 (Quality Education) & SDG-13 (Climate Action) impacting over 250,000 lives in last 04 years.

KSA Vision 2030 Alignment

- Zeshan drives impactful initiatives that strengthen leadership development, empower women, enhance HR capital, and promote economic growth through strategic training and development programs aligned with Saudi Arabia's Vision 2030.
- He deeply supports the creation of a vibrant society by fostering wellness, sustainability, and future leadership through programs that build capacity and contribute to long-term Saudi National transformation with a special focus on Saudi Youth.

UMME MUHAMMAD

Chief Empowerment Officer

Ms. Umme Muhammad is one of the leading voices in women empowerment, leadership, and emotional well-being. With a strong background in coaching and mentoring, she has been shaping the next generation of leaders through practical tools, emotional intelligence, and gender-inclusive leadership.

Her leadership portfolio includes:

- Chief Executive Officer, Million Smiles Trainings
- Chief Empowerment Officer, Eagle Nest
- CEO & Co-Founder, The Corporate Couple (A Relationship and Mental Wellness initiative)
- Chairperson, Million Smiles Foundation



As a Leadership & Emotional Intelligence Coach, and Mental Health Counselor, she works with individuals and teams to help them grow, lead effectively, and manage challenges with confidence. Her focus on “Gender Intelligence” and women-focused trainings has created safe, inspiring work spaces for women to rise in leadership across various industries.

She has successfully led one of the largest leadership bootcamps, training over 1,000 plus delegates in areas such as leadership development, strategic decision-making, spiritual leadership, and mentorship. Her programs include experiential learning in wilderness environments, inspired by models developed at Harvard University, offering hands-on learning experiences that leave a lasting impact.

She is also an active advocate on social platforms on women’s rights, gender Intelligence, and carries a strong social media presence with over 150,000 plus followers on social platforms with the cumulative reach of 50 million+ in the last three years. She continues to influence thousands with her content on relationships, mental health, and empowerment.

She has also delivered several lectures at universities and corporate organizations. Additionally, she also coaches, early career corporates, middle managers & students on several leadership topics, while actively advocating for mental health, relationship counseling, and workplace harassment awareness. She has also been speaking on DEI (Diversity, Equity & Inclusion) initiatives and on creating safe, diverse & inclusive workplaces for everyone.

After returning from New York, she also dedicated herself to improving girl child education. Today, she leads the academic operations of 30+ schools, managing over 420 plus teachers, and driving real change for thousands of girls in remote mountain valleys under UN SDG - 4 (Quality Education).

Ms. Umme Muhammad combines strategy, empathy, and vision in everything she does. Whether it’s through bootcamps, school leadership, social advocacy, or personal coaching. She remains committed to building strong minds, empowered women, and a more emotionally intelligent inclusive society.

EMILY MCCORMICK

Sustainability & Experiential Learnings New York City

Emily McCormick is an international training and sustainability professional dedicated to building future-ready leaders through experiential learning. With a strong foundation in biomedical engineering and sustainable management, she has designed and has been part of global training programs that bridge technical expertise with real-world community impact.

Her work spans across sustainability, healthcare systems, education initiatives, and international development projects, where she has empowered diverse groups from local communities to organizational teams to adopt sustainable practices and innovative solutions. At Million Smiles Global, Emily is part of the development and execution of training frameworks that integrate sustainability principles, global perspectives, and hands-on learning models, ensuring participants are equipped to drive change across borders.



Through her role, she continues to shape impactful global learning journeys, nurturing collaboration, creativity, and resilience in the face of complex sustainability challenges.

Core Strengths & Global Training Expertise

Emily McCormick brings expertise in global training leadership, designing cross-border programs that align with the UN Sustainable Development Goals (SDGs). She builds individual and organizational capacity through experiential methodologies that foster collaboration, innovation, and long-term impact, equipping learners with practical tools to address global challenges.

Her focus on sustainability and ESG integration has shaped programs that embed Environmental, Social, and Governance (ESG) principles into practice. She champions sustainable management strategies that deliver measurable results while promoting learner-centered design that inspires innovation and critical thinking.

Emily's international experience includes leading initiatives in New York City, New Jersey, Vietnam & Saudi Arabia, such as educational Makerspaces and collaborating with stakeholders to improve financial transparency and sustainability practices. With a Master's in Engineering Management (Sustainable Management) and a Bachelor's in Biomedical Engineering from Stevens Institute of Technology, USA. She blends academic excellence with practical leadership to advance sustainability-driven trainings worldwide.

KHURRAM SHAHZAD

Chief Inspiring Officer

Khurram is an Engineer & M.B.A, having 22 years of work experience in the corporate industry in Pakistan & Europe. Currently, he is serving as Country Manager - Pakistan at RKB Europe, a Swiss bearing manufacturing company present in more than 60 countries globally. In the past, he has served at SKF, Tuwairqi Steel, and Mughal Steel in senior positions. He has traveled to Asia, Middle East & Europe for business & professional growth.

He has completed specialized training from abroad including; Application Engineering level-I from SKF Thailand, Application Engineering level-II from SKF Singapore, Spherical Roller Bearing design & development from SKF Malaysia, Bearing Housing maintenance from HFB Germany, Laser Alignment

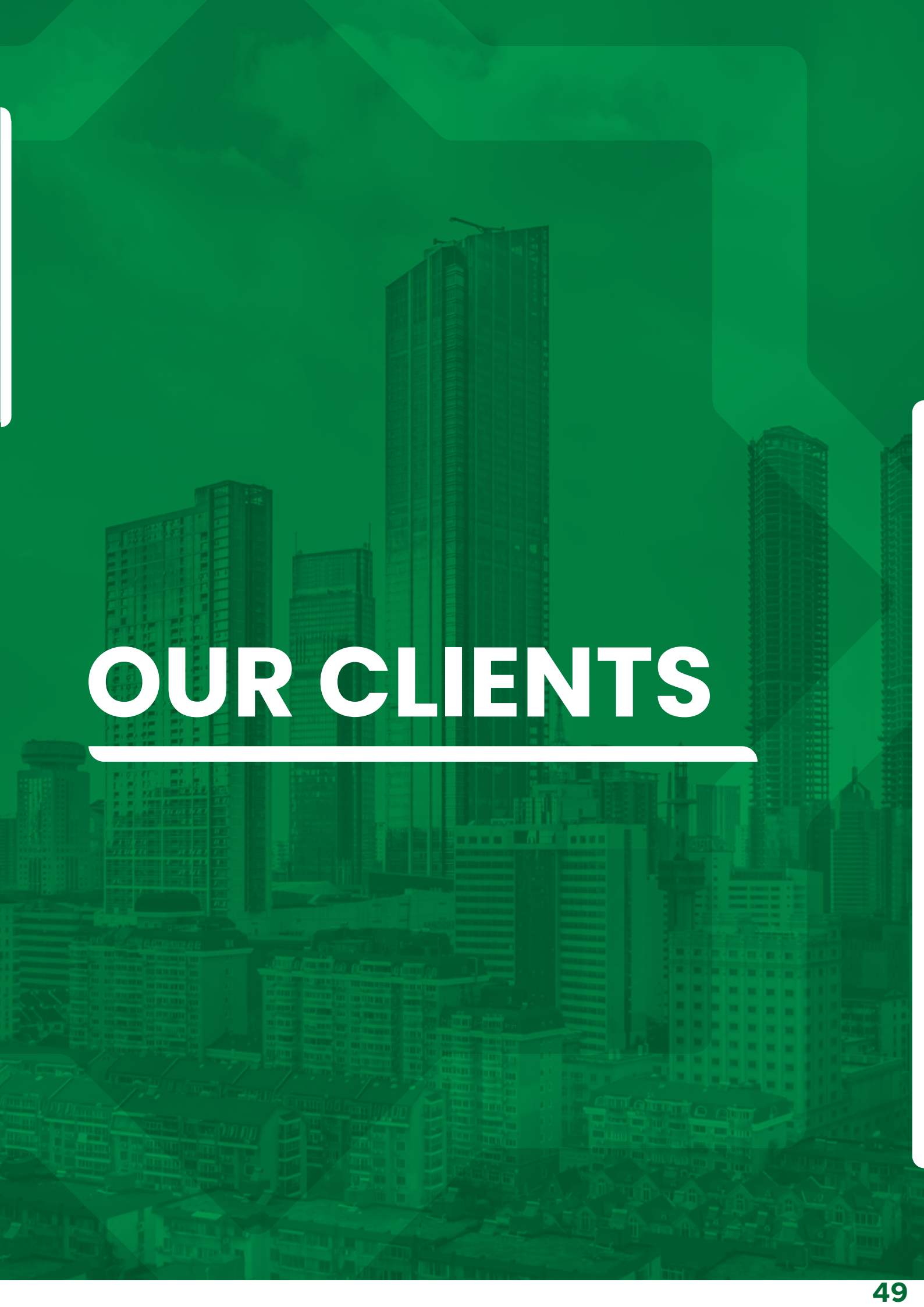


He has this distinction to conduct training sessions in almost all major industrial segments & organizations across Pakistan. This exposure makes him a specialized trainer, having in-depth knowledge & engaging delivery of the training content.

He specializes in creating rapport with participants within a few minutes to engage them for a better learning experience. That's the reason that participants not only learn the concepts but also enjoy his session at the same time.

He has been teaching training courses; bearing basic knowledge, bearing designation system, bearing fits & tolerance, bearing system design, bearing lubrication management, maintenance management, maintenance strategies, bearing life calculation, laser alignment, bearing mounting & dismount techniques, and above all Bearing Root Cause Damage Analysis to the participants coming from, cement, steel, sugar, textile, fertilizers, refineries, power/energy, and food & beverages.

He is known to convert complex topics into easy-to-understand versions by using human psychology techniques and using local/basic examples in the local language for the participants. Major training clients include; PepsiCo, Millat Tractors, Millat Equipment Ltd, Mughal Steel, Century Paper & Board Mills, ICI Pakistan, Servis Shoes, PARCO, K-Electric, BioTech Ltd & Evyol Group. During the training session, he always asks to bring the damaged bearings so that the bearing damage analysis can be done then and there for the quick learning of the participants. In Pakistan, he is considered to be an authority in conducting bearing root cause damage analysis across industrial segments



OUR CLIENTS

OUR CLIENTS



عبدالله فؤاد
ABDULLA FOUAD
منذ 1948 SINCE



PEPSICO



tracking

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Careem



windmason
BREATHE THE FINEST



Bank Alfalah



Energy That Moves Life

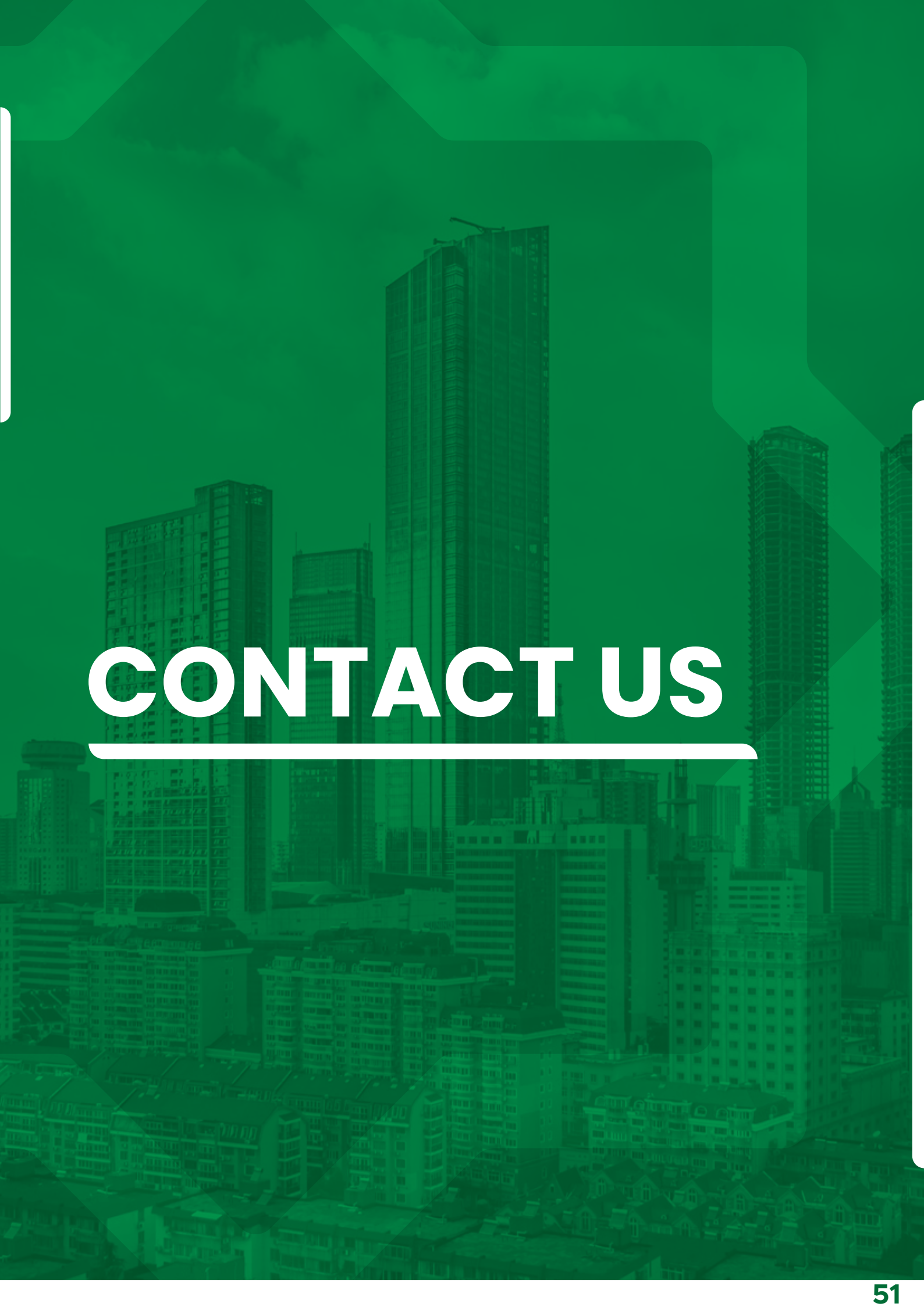


INTERLOOP



Think Ahead





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