



"Close to the customer and Close to the candidate"

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*"Training is not an expense, but an investment in human capital."*  
*Ray H. Williams*

Welcome to  
**AdC!**  
4  
Transitions

Why AdC 4 Transitions?

We chose AdC 4 Transitions to reflect our commitment to guiding individuals and organizations through the rapid changes of today's VUCA world. In a world where what is true today may not be tomorrow, we prepare you for the transitions and challenges ahead.

The Advanced Development Center “AdC”, Personal Development and Project Management Group, is dedicated to **empowering learners** through training and **connecting employers** with qualified candidates to drive success.

**Start Your Training**

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## **Sustainable Development & Industry Expertise**

AdC participates in managing impactful sustainable development projects, including vocational training initiatives under the Tunisian-German cooperation framework. We also lead industrial projects in the automotive and railway sectors, leveraging over 20 years of expertise. Our extensive experience enables us to drive innovation and create lasting value in both local and international markets.

## **Quality Training Programs for Real-World Success**

AdC offers high-quality training programs designed to equip individuals with the skills needed to succeed. These programs cover a range of areas, including technical skills, language courses, professional development, and bespoke training tailored to specific needs. Our training programs are designed to meet the real needs of a rapidly changing world., ensuring that participants are well-prepared for their careers.

## **Experienced Instructors**

At AdC, our educators bring over 20 years of experience, specializing in simplifying complex concepts to make learning more accessible. Their expertise allows them to tailor lessons to meet individual needs, ensuring all learners can easily grasp difficult topics. Through innovative techniques and real-world examples, our instructors create an engaging and supportive environment for student success.

## **Committed Learning Journey with Continuous Support**

At AdC, each learner is dedicated to their success, patiently waiting for the right opportunity to excel. They receive continuous guidance, and their training plans are regularly updated based on ongoing assessments. This personalized approach ensures that each learner progresses effectively and stays on track to reach their full potential.

## **Cultural Intergration and Soft Skills Trainings for Career Success**

At AdC, we focus on developing essential soft skills to help candidates successfully integrate into the workforce. Our programs cover crucial topics like cultural differences, host country regulations, and mindset adjustments. We provide practical tools, such as free apps for daily needs, to help trainees adapt smoothly. This comprehensive approach prepares candidates for both professional and personal success in a new environment.

## **Candidate Evaluation Process**

At AdC, we ensure that all candidates undergo a thorough evaluation before being presented to clients. This evaluation focuses on Hard Skills and is conducted by our international experts, who use globally recognized criteria to assess each candidate's capabilities. This process helps to ensure that candidates meet the highest standards and are well-prepared for their roles. Moreover, we invite clients to attend these evaluations, offering them an opportunity to observe firsthand and actively engage in the selection process. This approach ensures clients receive highly skilled candidates who match their specific needs.

## **Personalized Career Path Guidance and Skill-Based Orientation**

Through our skills assessments, we provide tailored guidance to each trainee, aligning their skills with the most suitable career paths. By evaluating individual strengths and aspirations, we ensure that candidates are directed toward opportunities that match their capabilities. Our comprehensive selection process fosters long-term professional success by helping individuals find roles where they can thrive and grow.

## **Bespoke Training Solutions for Your Business**

At AdC, we offer custom-tailored training programs designed to meet the unique needs of your business. By working closely with each company, we identify specific challenges and create targeted solutions that focus on developing the necessary skills to drive success. Our approach ensures that your workforce is equipped with the expertise required for growth and continued innovation, ultimately contributing to the long-term success of your organization.

## **Enhancing Communication Skills through Language Training**

At AdC, we prioritize not only language learning but also improving trainees' communication skills. The fact that a trainee holds a certificate in a language doesn't necessarily mean they master it fully, which is why we focus on enhancing communication skills. Our programs, based on innovative pedagogical methods, are designed to help individuals confidently express themselves in different languages, while also strengthening their ability to communicate effectively in diverse professional and personal settings.

## **Innovative Training Methods for a VUCA World**

At AdC, we prepare professionals for today's rapidly changing world by focusing on resilience and adaptability. Our training programs address the VUCA framework (Volatility, Uncertainty, Complexity, Ambiguity), helping individuals navigate evolving industry demands. We incorporate AI tools to improve decision-making and provide personalized learning pathways, ensuring professionals stay ahead in a technology-driven landscape. Additionally, we continuously consider the feedback of our customers to refine our approach and ensure our programs remain relevant and effective.

At AdC, we specialize in **empowering both individuals and organizations** through sustainable development and professional growth. Since our establishment in 2011, we have been dedicated to delivering innovative project management solutions across various fields, including Automotive and Railway, all aimed at creating a lasting impact on both local and global scales.

Our two core services—**HM-Consulting** and **Hallo Forma**—work in synergy to build essential skills and open valuable opportunities across a wide range of industries:

- **HM-Consulting:** partners with international organizations to manage sustainable development projects, focusing on areas such as vocational training programs and the introduction of dual training systems in Tunisia. Our work helps both public and private sectors adapt to rapidly changing needs, ensuring long-term growth and resilience in evolving markets.
- **Hallo Forma:** offers a comprehensive suite of professional training programs designed to elevate individual capabilities. We provide courses in languages such as German, English, Spanish, and French, alongside technical certifications in specialized fields like welding, mechanical design, electrical, finance and water management. Our aim is to help individuals not only grow their expertise but also enhance their careers by equipping them with practical, industry-relevant skills.

Through our integrated approach, **AdC** bridges skills gaps, fosters international connections, and creates lasting opportunities for both individuals and businesses alike. Our commitment to continuous development, innovation, and collaboration ensures that we remain at the forefront of empowering individuals and transforming industries across the world.



# Feedback from Our Participants



**Mortadha Gandouzi**

*Mechanical Technician*

Through AdC, I secured a job contract in Germany. I received integration training, which covered rules and cultural aspects. Additionally, I benefited from professional coaching and support throughout the process.



**Mariem Belkhiria**

**Construction Mechanic**

I underwent an Ausbildung through AdC as a Konstruktionsmechanikerin. I received integration training on lifestyle and culture in Germany, along with German language courses. Through AdC, I also secured accommodation, support, and coaching throughout the process..

# Do You Want To Know More About Us ?

## AdC in Brief

AdC is a **professional development center** offering **language** and **technical training**, along with **soft skills development** to help individuals succeed in the workplace. We also assist businesses in **finding qualified employees** who meet their specific skill requirements.

## What sets us apart?

## What are the class schedules?

## What languages do we offer ?

## What is a bespoke training program, and how can it benefit your company?

## Let's discuss it!

**Book your free consultation and share your thoughts.**

**Full Name**

**Phone Number**

**Email**

**Your message**

**Envoyer**



## What sets us apart?

At AdC, we address a key challenge in today's workforce: candidates may possess the necessary qualifications but struggle to communicate effectively in their acquired languages. Our unique approach focuses on enhancing communication skills through tailored methods and integration training for the countries candidates are moving to. We offer professional development training programs that cover soft, hard, and technical skills, ensuring alignment with the demands of the VUCA (Volatile, Uncertain, Complex, Ambiguous) world. Additionally, we provide skills assessments to guide each individual's growth. Our training includes 120-160 hours per level to ensure proficiency( From A1 to C1).

## **What are the class schedules?**

AdC is dedicated to providing candidates with the flexibility they require in order to learn the language. We offer a range of courses, including both face-to-face and online options, as well as a variety of timetables, including mornings, afternoons, and evenings. This allows students to select the option that best suits their schedule.

## What languages do we offer ?

At AdC, we understand that effective communication is the key to success in today's interconnected world. That's why we offer language training in German, English, French, Spanish, and Italian—languages that open doors to diverse cultures, industries, and professional opportunities worldwide. Our language programs are designed not only to teach theoretical language knowledge, but to develop strong communication skills that are essential for thriving in a globalized work environment (through AdC's innovative methods). We provide 120-160 hours per proficiency level, ensuring our learners gain the confidence and fluency they need to communicate effectively across various settings—whether it's engaging in professional discussions, writing emails, or negotiating with international partners.

## **What is a bespoke training program, and how can it benefit your company?**

A bespoke training program is a tailored learning experience designed specifically to meet the unique needs of your company and its employees. Unlike standard off-the-shelf training programs, bespoke programs are customized to address your organization's specific goals, challenges, and industry requirements.

By working closely with you, we identify skill gaps, desired outcomes, and the areas where your team needs the most support. This allows us to create a program that aligns with your company's vision and helps employees develop the right skills for their roles.

Whether it's leadership development, technical skills, or soft skills, bespoke training ensures that the content is relevant, engaging, and immediately applicable.

# Get Your Free Orientation!



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