Apamea Global Inc.

People Oriented, Results Focused

APAMEA Global Inc. was established in 1991 as a management and communications company in Ottawa, Canada. It has been serving Canadian and international public and private organizations since that time.

Vision: people working together to deliver outcomes and realize benefits

Mission: Assisting organizations in defining their strategic goals and objectives, building their capacity to achieve them and guiding them through the change.

Corporate Values: These are the core values by which we like our work to be judged.

* Empathy
* Focus
* Perfection
* Reliability
* Promptness

## Sample clients

Our resources have served the following clients:

* Employment and Social Development Canada, (ESDC) Several projects 1998-2019;
* Health Canada, two projects 2017 and 2019;
* AGRICON International, Woodstock, Ontario: Training on Results Based Management for three groups of international directors and managers from Malawi, Mozambique and Zambia, 2015 and 2016;
* Ministry of Presidential Affairs, (MOPA), Abu Dhabi, United Arab Emirates, (UAE): strategic planning, workload analysis and Capacity and competencies’ assessment.
* National Center for Meteorology and Seismology, Abu Dhabi, UAE: strategic planning, workload analysis and Capacity and competencies’ assessment. This work was instrumental in building future capacity requirements as the organization was transformed from a local office to the national center for meteorology and seismology.
* Universal Knowledge Solutions, (UKS), Dubai, UAE, 2014-2015. Assisted in turning this company into a major e-learning player in the Middle East.
* Other clients in the UAE: Department of Transportation, GASCO, Abu-Dhabi municipality and Etihad Airways Training Academy.
* Not for Profit:
  + Canadian Arabic Orchestra, Strategic Foundation Workshop, Toronto, Ontario, Canada, 2016
  + Christian Mission Aid, (CMA), Strategy Foundation Workshop, Gatineau, Quebec, Canada, 2015;
  + Saadeh Cultural Foundation, (SCF), Beirut Lebanon, Strategy Foundation Workshop, 2010.

# Categories

Management

Training

Coaching

# Management Services

## Strategic Management

“Strategic management is the ongoing planning, monitoring, analysis and assessment of all necessities an organization needs to meet its goals and objectives.”

### What do we do?

1. Strategic Foundation:
   1. The corporation’s vision
   2. Mission statement
   3. Core values
   4. Strategic Excellence Position, (SEP).
2. Organizational Analysis:
   1. Strategic Gap Analysis
   2. Environmental Scan *Political***,***Economic***,***Social***, and***Technological***forces.** PEST
   3. Strengths, Weaknesses, Opportunities and Threats’ Analysis
3. Strategic plan and management
   1. Strategic goals, objectives and initiatives
   2. Total Alignment
   3. Resource planning and capacity building
4. Measures
   1. Key Performance Indicators, (KPIs) and Measures
5. Continuous Risk Management

## Program Management

Some of our team members are “[Managing Successful Programmes](https://www.axelos.com/best-practice-solutions/msp#:~:text=Managing%20Successful%20Programmes%20(MSP%C2%AE,on%20time%20and%20within%20budget.)” (MSP®) certified. (MSP®) “is a systematic approach to managing programs of business change to **achieve outcomes** and **realize benefits** that are of strategic importance.”

### What do we do?

Organizational analysis usually reveals whether adopting a program approach would be beneficial. A gating strategy would be developed with the client beginning with “Identifying a Program”. Based on the findings at the end of each gating phase, a determination is made whether to continue or not. This approach saves a great deal of money and resources’ time.

## Results Based Management

Results-based management (RBM) is a program/project life cycle approach to management, which integrates strategy, people, resources, processes and measurements to improve decision-making, transparency and accountability. The approach focuses on **achieving outcomes,** implementing performance measurement, learning, adapting, and reporting on performance, including outcomes.

### What do we do?

A hands-on training seminar for select management personnel to explain, instruct and produce specific RBM strategies and guidelines for the client.

## Workload Management (WLM)

WLM is used to verify resources’ adequacy in terms of numbers and competencies, ensure balanced workforce throughout the enterprise and to predict and plan future work and skills requirements.

### What do we do?

* Establish an HR baseline commensurate with existing workload and competency requirements;
* Identify workload to workforce imbalance if it exists;
* Identify effort to time-of-delivery imbalance if it exists;
* Devise corrective measures;
* Plan for future work requirements.

## Change Management

Change management is finally becoming recognized as a major contributor to the success of transformational projects or programs. According to [Prosci](https://www.prosci.com/resources/articles/change-management-definition#:~:text=Change%20management%20is%20the%20process,achieve%20the%20required%20business%20outcome.&text=Change%20management%20focuses%20on%20the,side%20and%20a%20people%20side.), “Change management is the process, tools and techniques to manage the people side of change to achieve the **required business outcome**.”

### What do we do?

* Change management strategy and corresponding plans;
* Stakeholder profile building process;
* Gap Analysis between the “As Is” and the “To Be”
* Change Impact Assessment;
* Critical Success Factors (CSF);
* Communication plan;
* Training strategy and plans;
* Change management process;
* Outcomes logic model;
* Performance measures and KPI.