



CORPORATE TRAINING CAPABILITIES | APRIL 2026

# ESGwise Corporate Training

*Delivering expertise. Engaging content. Lasting impact.*

**50+**

EXPERT TRAINERS

**100+**

PROGRAMS DELIVERED

**9 / 10**

PARTICIPANT FEEDBACK

**20+**

GCC INSTITUTIONS

# What this deck covers

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<b>01</b>	<b>Who We Are</b>	ESGwise positioning, scale, and credentials
<b>02</b>	<b>Our Methodology</b>	Philosophy, training journey, content & assessment mapping
<b>03</b>	<b>Evaluation &amp; ROI</b>	L1–L4 Kirkpatrick architecture, 90-day sustainment, ROI
<b>04</b>	<b>Simulations</b>	GHG, ESG materiality, and high-stakes advisory simulators
<b>05</b>	<b>Core Programs</b>	Nine practice areas spanning leadership to ESG to finance
<b>06</b>	<b>Trainers &amp; Track Record</b>	Senior faculty, banking & ESG delivery proof points
<b>07</b>	<b>Beyond Training</b>	The four ESGwise verticals — training, consulting, risk, software
<b>08</b>	<b>Let's Talk</b>	Engagement model, contact, and next steps



## CHAPTER 01

# Who We Are

*A senior-led training partner for the GCC and beyond.*

# About ESGwise

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## Senior-Led Delivery

Every engagement is led by practitioners with 15+ years in their field. No outsourced facilitators; no off-the-shelf decks read aloud.



## Curated, Not Generic

Programs are built around the participant cohort, the institution's real cases, and the regulatory environment they actually operate in.



## Measured Impact

Full Kirkpatrick L1–L4 coverage with pre-diagnostic calibration, equal-difficulty post-tests, manager rubrics, and ROI capture.

### COMMERCIAL READ

94% of employees stay longer at companies that invest in L&D — yet most corporate training stops at L1 reaction scores. Our differentiator is that we measure all four Kirkpatrick levels and price for outcomes, not seats.



## CHAPTER 02

# Our Methodology

*How we move learners from awareness to applied practice.*

# Our training philosophy — six pillars

01

## Expert-Led

Every cohort runs with senior practitioners — not in-house generalists.

02

## Curated Not Generic

Built around the institution's real processes, products, and regulators.

03

## Continuous Engagement

Spaced reinforcement, follow-up clinics, and 30/60-day check-ins.

04

## Experiential Learning

Simulations, role-plays, and live decision-making — 70%+ applied practice.

05

## Curated Materials

Workbooks, case packs, calibrated assessments, manager briefing kits.

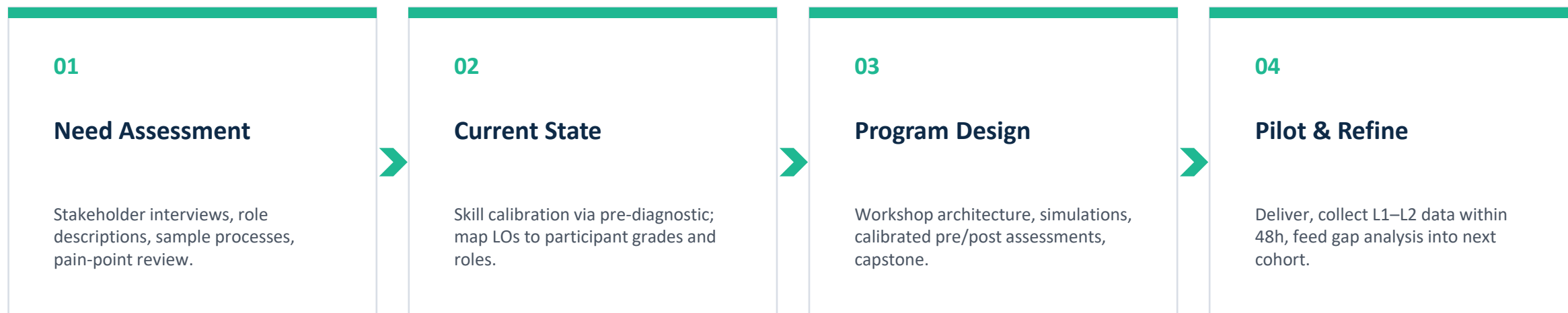
06

## Practical Impact

Measured against L3 behaviour change and L4 ROI — not just feedback scores.

*Together these define the ESGwise classroom: senior, applied, measured.*

# Training journey — from need to embedded change



## HUMAN-CENTRED APPROACH

### Relevance · Empathy · Interaction · Application

Every concept is followed immediately by hands-on application on the participant's own work — never a lecture in isolation.

**\$1**

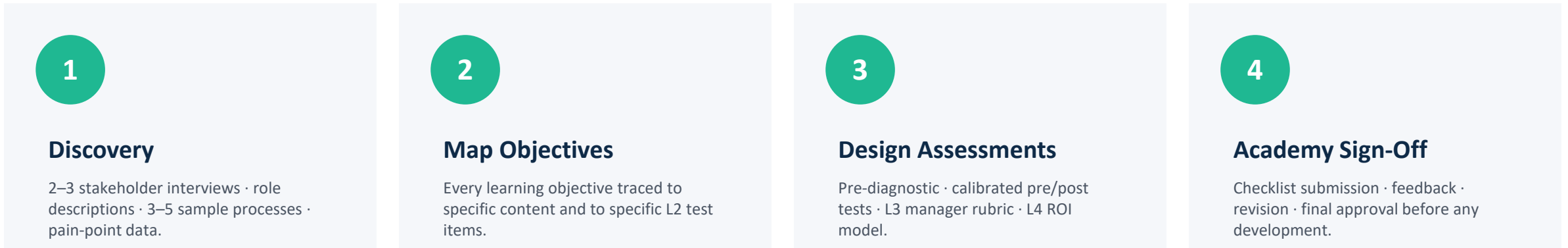
invested in L&D

**\$4.70**

average return — ATD industry benchmark

# Content & assessment mapping — the quality gate

Before any content is built, we run a four-step calibration with the client's Academy lead. This is where the program is tuned to roles, processes, and skill baseline — not after delivery, when it is too late.



ILLUSTRATIVE EXTRACT — LO → CONTENT → ASSESSMENT MAPPING

Learning Objective	Content Covered	L2 Assessment Item	Role Relevance
Apply double materiality to a sector	Day 1 — Sessions 2–3	MCQ + scenario (Q3, Q7)	ESG, Risk, Strategy (B/C)
Calculate Scope 1 emissions correctly	Day 1 — Session 5	Calculation exercise, scored	Sustainability, Operations (B/C/D)
Lead a high-stakes client meeting	Day 2 — Session 4	Live simulation + rubric	Relationship, Advisory (B/C)



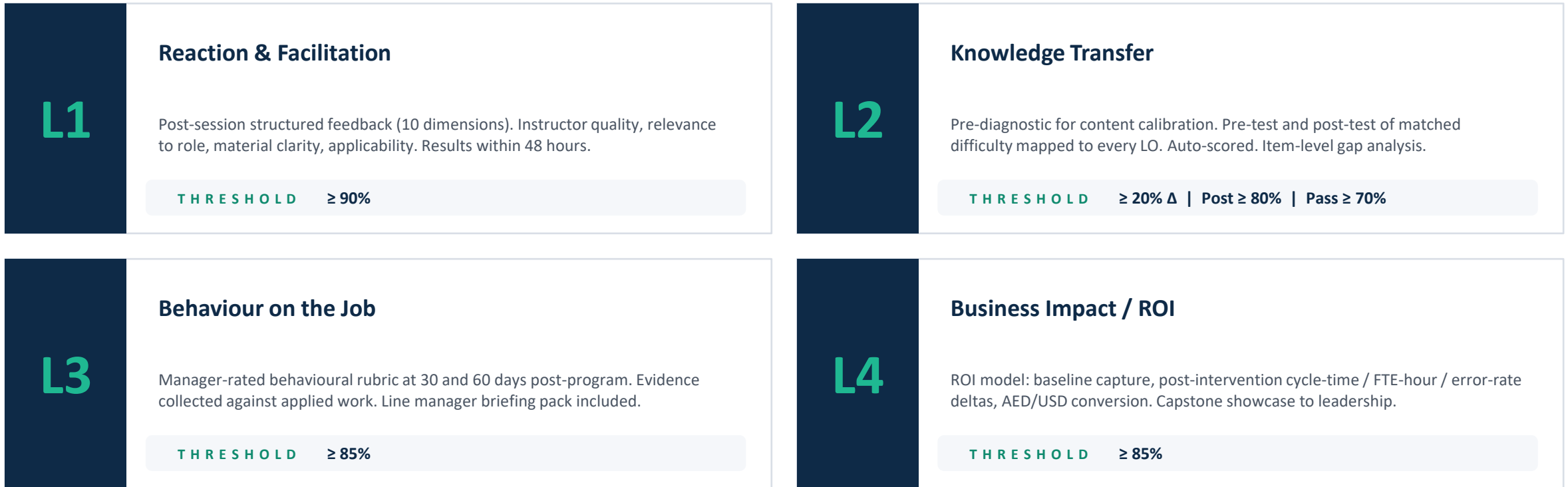
## CHAPTER 03

# Evaluation & ROI

*Full Kirkpatrick coverage. Calibrated. Auditable. Reported.*

# Assessment architecture — L1 to L4 + ROI

We commit to performance thresholds at every Kirkpatrick level and design the measurement engine to deliver them. Pre-diagnostic calibration and equal-difficulty post-tests are non-negotiable design principles.



DESIGN PRINCIPLES · Pre-diagnostic calibration · Equal-difficulty pre/post · Auto-scoring · Academy sign-off pre-build

# After the classroom — 90-day sustainment arc

A two-day workshop alone does not move L3 or L4 numbers. Our sustainment model converts the program into an ongoing improvement engine through structured check-ins, manager involvement, and a capstone showcase.



## ONGOING SUPPORT OPTIONS

### Monthly Check-ins

2 hrs / month

Virtual clinics on active applied work, facilitator-led.

### Department Process Support

On demand

On-demand coaching for specific sub-functions during their cycle.

### Digital Reinforcement

Included

Spaced micro-content over the 90-day window, aligned to artifacts.

# The business case for measured training

FOR EVERY \$1 INVESTED IN L&D

# \$4.70

*average return*

ATD industry benchmark, multi-year — verified across 2,500+ organizations

## HOW WE CAPTURE L4 ROI

A defensible, audit-ready ROI model — not a feedback survey dressed up as outcomes.

- 01 Baseline Capture**  
Cycle time, FTE hours, error rates, complaint volumes — measured before training begins.
- 02 Applied Work Tracking**  
Each participant runs a real redesign or improvement project during the 90-day window.
- 03 Post-Intervention Delta**  
Same metrics re-measured at Day 60–90; gross improvement attributed and adjusted.
- 04 AED/USD Conversion**  
Time and error reductions converted to currency at the client's loaded labour rate.



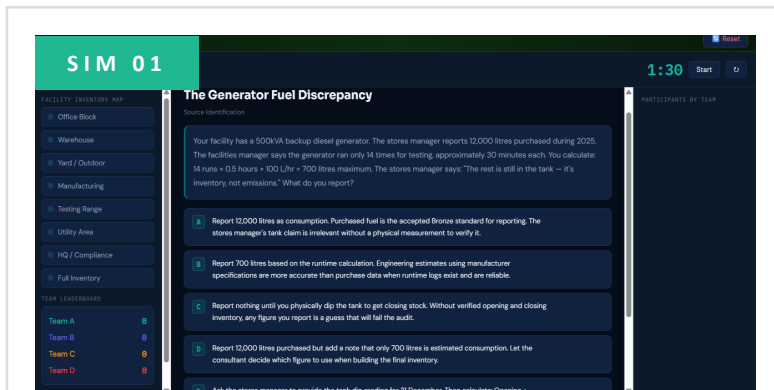
## CHAPTER 04

# Simulations

*Where theory becomes decision-making under pressure.*

# A working simulation portfolio — three live products

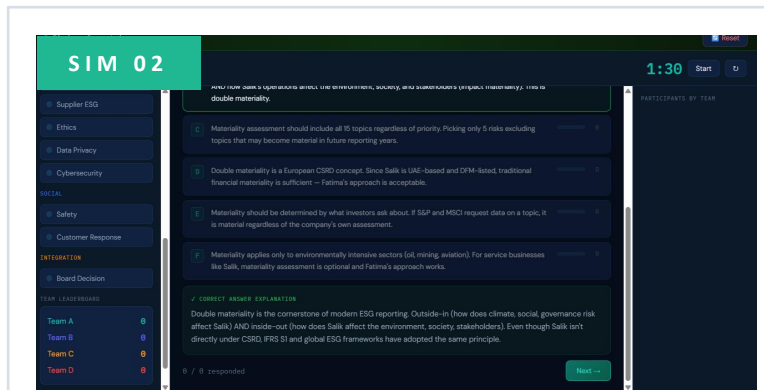
ESGwise simulations are web-based, team-scored, and built for facilitator-led use. Each carries its own scenario library, MCQ engine, leaderboard, and live news-injection mechanic. Used in 12+ programmes since 2024.



## GHG Inventory

*Scope 1–3 calculation under data ambiguity*

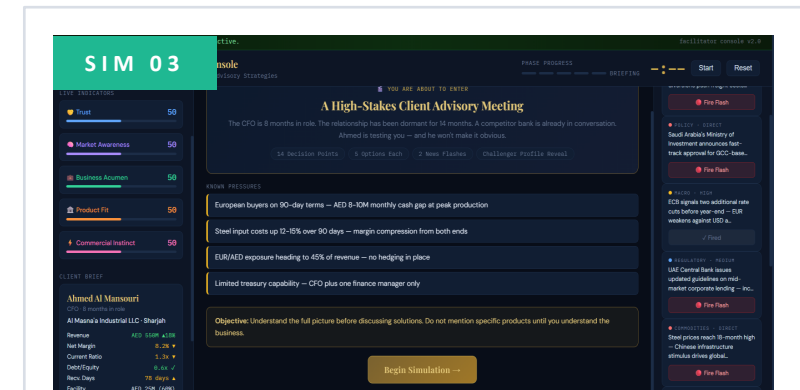
- Generator fuel discrepancy scenarios
- IPCC factor mapping under uncertainty
- Stores vs. engineering data triangulation



## ESG Materiality

*Double materiality decisions, sector-specific*

- Salik / financial / industrial scenarios
- IFRS S1 + CSRD logic applied live
- Outside-in vs. inside-out framing



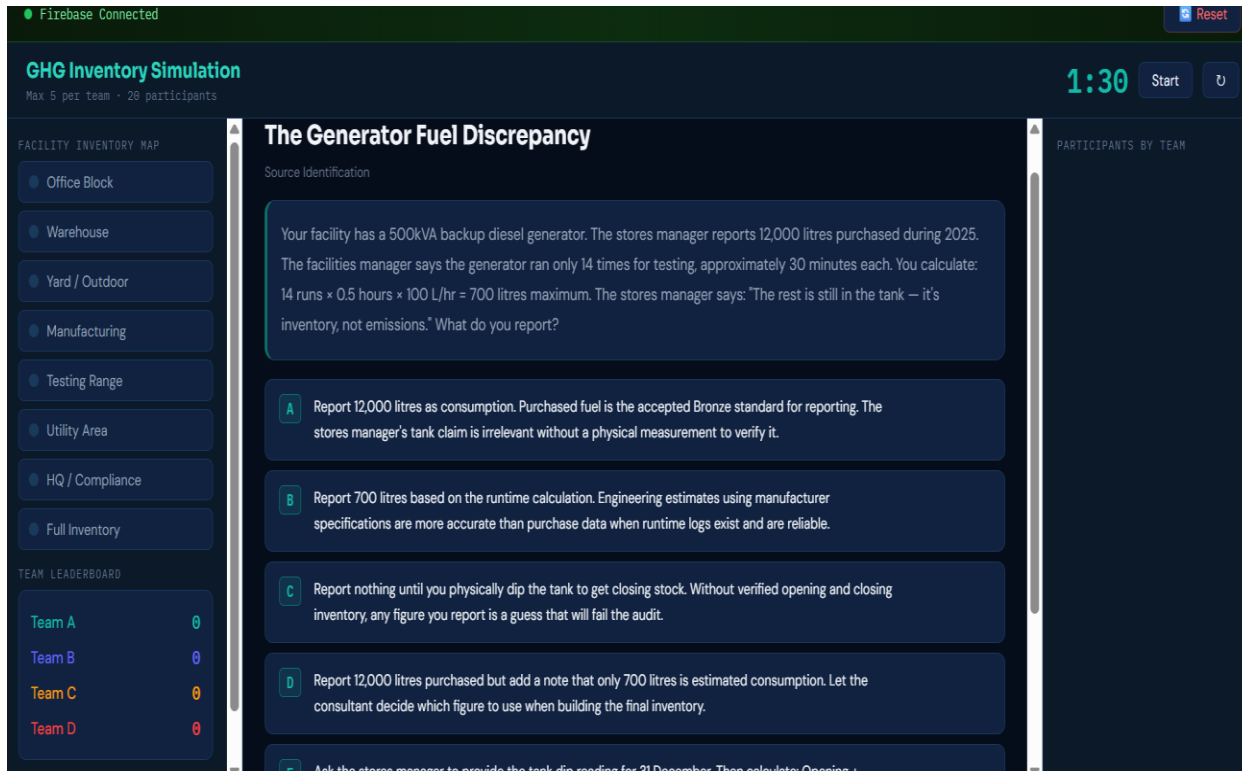
## High-Stakes Advisory

*Banker–CFO advisory under pressure*

- Trust / instinct / fit / awareness KPIs
- Live news flash injections
- Multi-phase 6-page client meeting

*Detail on each simulation follows.*

# GHG Inventory Simulation



## Scenario — "The Generator Fuel Discrepancy"

500 kVA backup diesel generator. Stores manager: 12,000 L purchased in 2025. Engineering runtime calc: 700 L. Verified inventory: 400 L. What do you report?

Used at: Warba Bank ESG · DWTC ESG Champions · Muscat Securities Exchange

## WHAT PARTICIPANTS LEARN

### Scope 1 calculation under uncertainty

When data sources disagree, decide what to defend at audit.

### Source identification across facilities

Office, warehouse, manufacturing, fuel inventory — categorise correctly.

### IPCC factor mapping

Apply correct emission factors and explain the calibration trail.

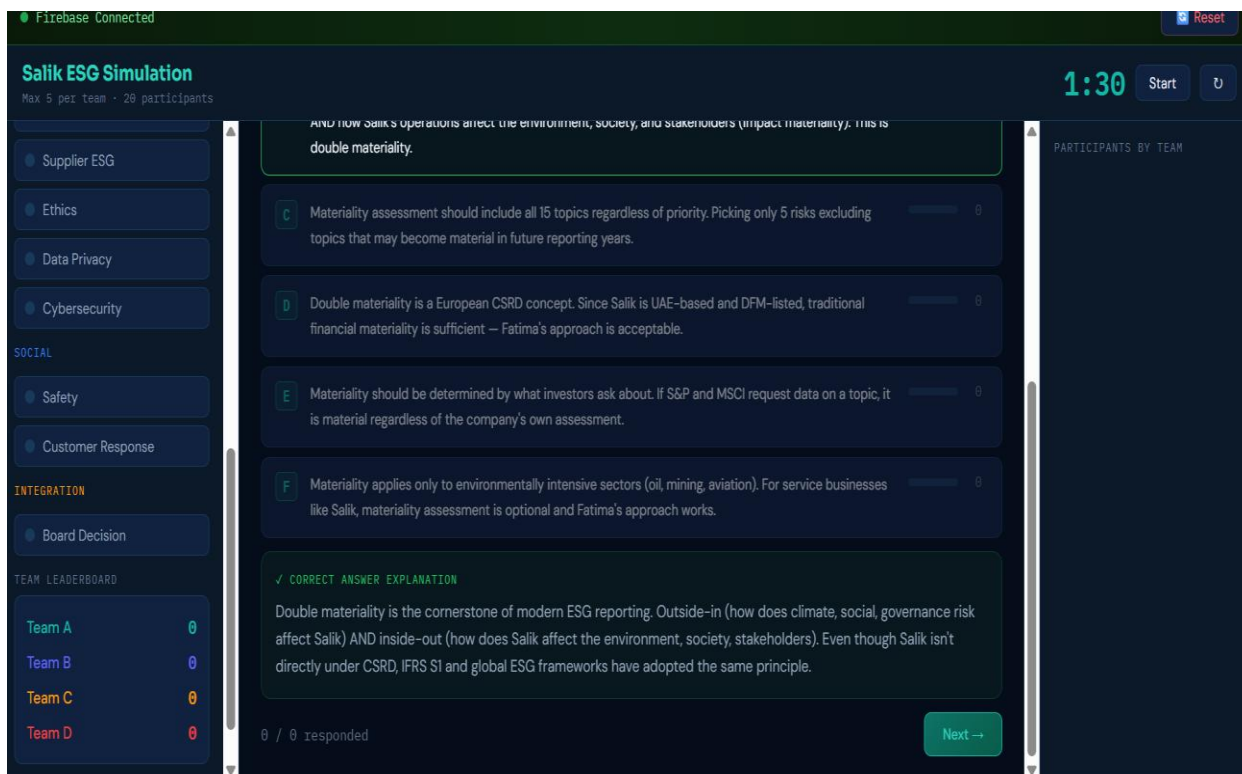
### Audit-trail discipline

Materiality thresholds, exception handling, conservative estimation.

## HOW IT IS MEASURED

- Multiple-choice answer scoring (auto-graded)
- Team leaderboard A–D with live points
- L2 knowledge transfer captured per scenario
- Facilitator console for debrief and gap analysis

# ESG Materiality Simulation — Salik scenario



## Scenario — "Double materiality, applied to a UAE toll operator"

*Outside-in (how does climate, social, governance risk affect Salik) AND inside-out (how does Salik affect environment, society, stakeholders)? Even outside CSRD, IFRS S1 adopts the same principle.*

*Used at: Warba Bank · NBF · GIB ExCo · TFA 7-bank workshop*

## WHAT PARTICIPANTS LEARN

### Double materiality applied live

Move from theory to a real listed entity's reporting decision.

### Sector-specific topics

Supplier ESG, ethics, data privacy, cybersecurity, customer response.

### IFRS S1 / CSRD reconciliation

Reconcile global ESG frameworks vs. local regulator expectations.

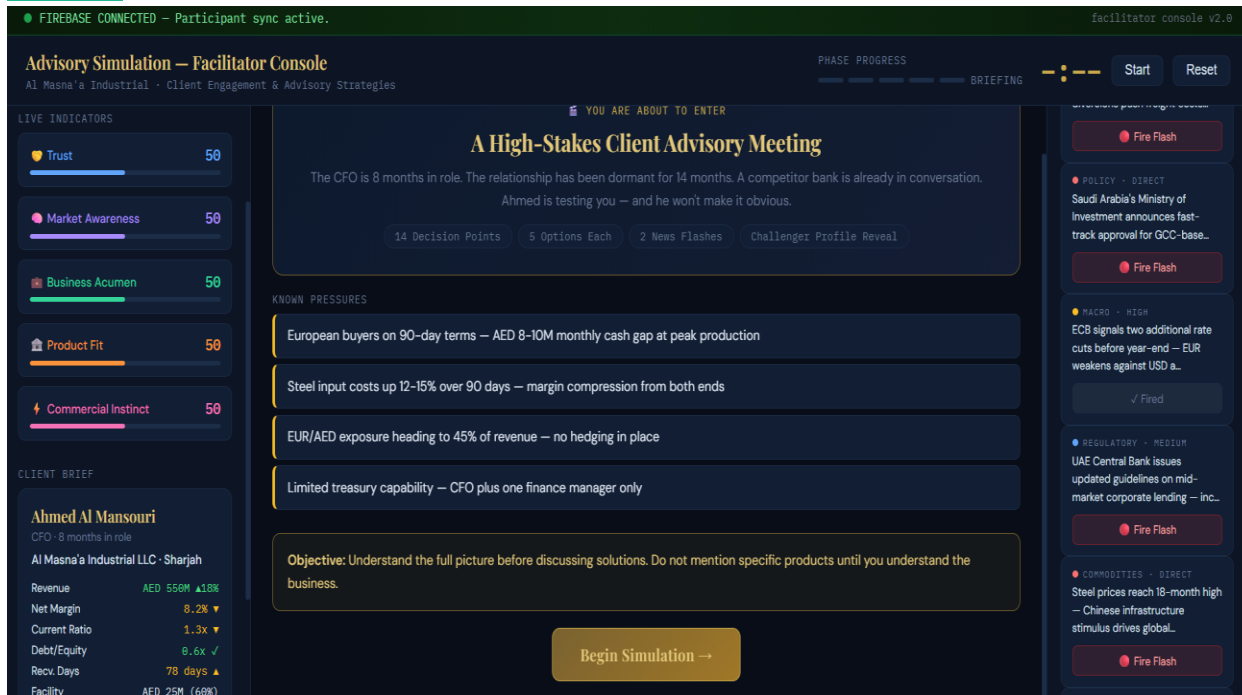
### Stakeholder weighting under debate

Defend choices when board priorities and investor pressure diverge.

## HOW IT IS MEASURED

- Scenario MCQs with reasoning capture
- Team scoring on framework reasoning, not just answer
- L2 + L3 evidence for materiality competence
- Reusable across financial, industrial, retail clients

# High-Stakes Advisory Simulation



Scenario — "Ahmed Al Mansoori, CFO, Al Mawira Industrial LLC, Sharjah"

European buyers on 90-day terms (AED 8–10M cash gap) · Steel input costs +12–15% over 90 days · EUR/AED exposure 45% of revenue, no hedging · CFO + finance manager as the entire treasury team.

Used at: FAB Process Reengineering programme · EIF — 13-bank advisory roll-out

## LIVE PARTICIPANT KPIS · BASELINE STATE



## NEWS FLASH — LIVE INJECTION

*"UAE Central Bank issues updated guidelines on mid-market corporate lending — increased collateral flexibility for export-oriented manufacturers with verified international contracts."*

## WHAT MAKES THIS UNIQUE

- 6-phase client meeting flow with branching decisions
- Live news injections force participants to integrate macro into the conversation
- Separate facilitator console for debrief and rubric scoring
- Team leaderboard mechanic — scores 4 KPis, not pass/fail



## CHAPTER 05

# Core Programs

*Nine practice areas. Built for senior cohorts.*

# Nine practice areas — designed, not assembled

01

## Leadership

Senior leadership development, executive presence, board governance, succession.

02

## Sustainability & ESG

GRI, IFRS S1/S2, TCFD, CSRD, double materiality, sector ESG KPIs, assurance.

03

## Project Management

PMP, Agile, applied portfolio governance, stage-gate delivery, capstone projects.

04

## Business & Strategy

Strategy frameworks, BPR, business model design, M&A readiness, scenario planning.

05

## Finance & Risk

IFRS 9 ECL, stress testing, sustainable finance, climate risk, sector credit.

06

## Analytics & Digital

Business analytics, AI literacy, GenAI for HR & Finance, RPA, data governance.

07

## Industry & Technical

Energy, oil & gas, banking, retail, logistics — sector-specific technical programs.

08

## People & Culture

Talent, HR transformation, change management, ED&I, employee experience.

09

## HSE & Behavioural

Process safety, behavioural-based safety, incident investigation, HSE culture.

EVERY PROGRAM IS BUILT TO ORDER — NEVER OFF-THE-SHELF. THE NINE AREAS DEFINE FACULTY DEPTH, NOT A CATALOGUE.




## CHAPTER 06

# Trainers & Track Record

*Senior practitioners with delivery proof, not just credentials.*

# Senior faculty — nine lead trainers




**SA**

**Sumit Agarwal**

**LEAD**

Banking · ESG · BPR

- 16+ banking programs
- IIT Roorkee · SP Jain



**DR**

**Dean Rowan**

Leadership · Strategy

- Senior facilitator
- Executive education




**PS**

**Philip Solarski**

Project & Programme

- PMP / PgMP
- Capital projects



**NE**

**Nassif E. Houeis**

Finance · Risk

- Banking & FI
- Treasury & ALM



**DM**

**Diana M.**

People & Culture

- HR transformation
- Change management



**NJ**

**Noel Joseph**

Analytics · Digital

- BI & analytics
- AI literacy



**ML**

**Mark Lichty**

HSE · Behavioural

- Process safety
- Behavioural-based safety




**BP**

**Bhaskar Patnaik**

Industry · Technical

- Energy & utilities
- Operations



**RC**

**Ritesh Chandra**

Business & Strategy

- Corporate strategy
- Scenario planning

Detailed trainer CVs available on request — Sumit Agarwal profile follows as the lead facilitator example.

# Sumit Agarwal — Lead Facilitator



**Sumit Agarwal**

*Banking · ESG · Process Reengineering*

B.Tech (IIT Roorkee) · MBA (SP Jain, Dubai)

PMP · ISO 9001 LA · GRI · TCFD · SCR · MSCI ESG

TOP 100 SUSTAINABILITY PROFESSIONALS · GCC

17+

YEARS  
DELIVERY

16+

BANKING  
PROGRAMS

20+

GCC  
INSTITUTIONS

## CORE CAPABILITIES

- Banking Sector Risk & Credit
- ESG Governance & TCFD / IFRS S2
- AI-Enabled Process Redesign
- Sustainable Finance Programmes
- IFRS 9 ECL & Stress Testing
- Business Process Reengineering
- Board & ExCo Briefings
- GHG Inventory & Climate Risk

## FLAGSHIP ENGAGEMENTS

FAB ×3 · Warba Bank (3-day + Board) · GIB ExCo · NBF ×2 · Habib Bank · AFAQ NBFC  
Asian Development Bank · TFA 7-bank GCC workshop · Mawarid Finance (Stress Testing) · Flooss (IFRS 9 ECL)  
DWTC ESG Champions · Muscat Securities Exchange (10 listed firms) · EIF — 13 UAE banks

# Banking & financial services — selected delivery

A representative subset of the 16+ banking programmes delivered across the GCC — fintech, banking fundamentals, sector risk, economic outlook, ESG and sustainable finance.

<p><b>First Abu Dhabi Bank</b> <span style="float: right;">2024–25</span></p> <p><b>Fintech Disruption ×3</b></p> <p>Three deliveries (Abu Dhabi ×2, Dubai). Open banking, RegTech, UAE-specific fintech ecosystem.</p>	<p><b>Warba Bank</b> <span style="float: right;">2024–25</span></p> <p><b>3-Day ESG Programme + Board</b></p> <p>Banking-focused ESG with double materiality, IFRS S1/S2, simulations, MS Forms assessments.</p>	<p><b>Gulf International Bank</b> <span style="float: right;">2025</span></p> <p><b>ExCo Economic &amp; ESG Briefing</b></p> <p>High-level executive briefing on macro outlook, sustainable finance strategy, ESG governance.</p>
<p><b>National Bank of Fujairah</b> <span style="float: right;">2025</span></p> <p><b>Energy &amp; Marine Sector Risk</b></p> <p>Wholesale banking specialist programme: sanctions, commodity-linked credit, shipping exposure.</p>	<p><b>Habib Bank</b> <span style="float: right;">2025</span></p> <p><b>Sustainable Finance &amp; ESG Risk</b></p> <p>Risk and credit teams on ESG-adjusted credit taxonomy and lending integration.</p>	<p><b>TFA — 7 GCC Institutions</b> <span style="float: right;">2024</span></p> <p><b>Regional Sustainable Finance</b></p> <p>Green instruments, TCFD/IFRS S2 disclosure, climate risk-adjusted return modelling.</p>

**BANKING PROJECT EXPERIENCE** · Mawarid Finance — Stress Testing Framework (CBUAE-aligned) · Flooss — IFRS 9 ECL Model with PD/LGD/EAD and macro overlays

# Beyond training — four ESGwise verticals

Training is one of four practice lines under ESGwise. Clients increasingly use us across the full arc — capability-build, advisory, risk modelling, and digital tooling — so the work stays embedded long after the classroom closes.

<p><b>01</b> <span>THIS DECK</span></p> <h2>Training &amp; Capability Building</h2> <p><i>This deck</i></p> <ul style="list-style-type: none"> <li>Banking, ESG, leadership, BPR</li> <li>Senior-led, applied, measured</li> <li>L1–L4 Kirkpatrick coverage</li> <li>Live simulations &amp; sustainment arc</li> </ul>	<p><b>02</b></p> <h2>Sustainability Consulting</h2> <p><i>ESG strategy &amp; disclosure</i></p> <ul style="list-style-type: none"> <li>GRI, IFRS S1/S2, TCFD, CSRD</li> <li>Double materiality &amp; ESG KPIs</li> <li>GHG inventory (Scope 1–3)</li> <li>Climate risk &amp; TNFD assessments</li> </ul>	<p><b>03</b></p> <h2>Financial Risk</h2> <p><i>Risk frameworks &amp; models</i></p> <ul style="list-style-type: none"> <li>IFRS 9 ECL — PD/LGD/EAD models</li> <li>Stress testing — CBUAE-aligned</li> <li>ALM, treasury &amp; ICAAP support</li> <li>Climate-risk integration into credit</li> </ul>	<p><b>04</b></p> <h2>Software &amp; Digital</h2> <p><i>Simulations &amp; reporting tools</i></p> <ul style="list-style-type: none"> <li>GHG / ESG / Advisory simulators</li> <li>Facilitator console &amp; leaderboards</li> <li>ESG reporting workflows</li> <li>Live news-injection engine</li> </ul>
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THANK YOU

# Let's build the program.

*Senior trainers · Real simulations · Calibrated assessments · Measured outcomes.*

## GET IN TOUCH

**Sumit Agarwal · Lead Facilitator**

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ESGwise Global L.L.C-FZ · Meydan Free Zone, Dubai · UAE

## FOUR VERTICALS — ONE PARTNER

- Training & Capability Building
- Sustainability Consulting
- Financial Risk Frameworks
- Software & Simulations