



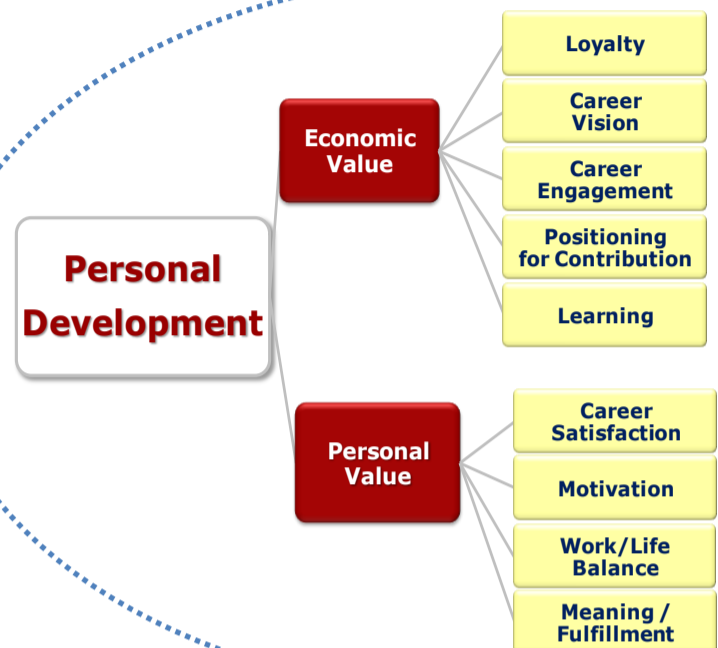
THE "PERSONAL DEVELOPMENT COMPANY"

Our mission is to help individuals create their futures while developing real-world value

21st Century Personal Development
See Metizo contribution to Wikipedia definition under "personal development"

About Metizo

Metizo is the leading global "personal development company" conducting certified programs with multinational companies and top business schools. We have redefined the personal development industry (see Wikipedia) by creating the first certifications world-wide in Personal Development (2002), Executive Mentoring (2004) and Global Talent Leadership (2009).



Specific Expertise

What makes Metizo different is our approach, our development processes and our "win-win" results.

We provide:

- **Development Strategies:** fit to specific client needs and create talent leadership.
- **Short training time** with action-learning support and individualized learning outcomes supported by teams trained specifically for personal development.
- **Innovative tools:** to deliver worldwide quality, to track and validate learning, give feedback and create development communities.
- **Content based on research:** company surveys, university research, case studies. Not a recipe approach.
- **Certification** of individual achievement based on worldwide standards.



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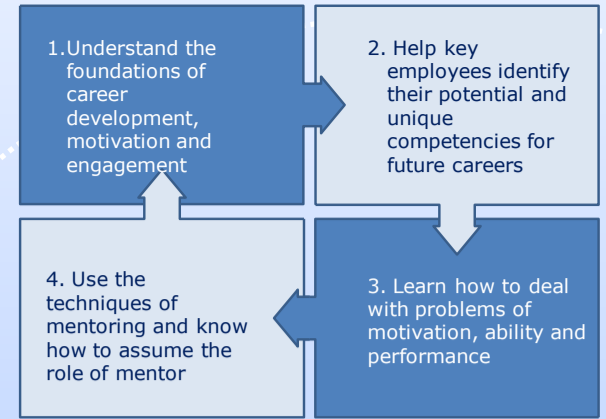
Other Branch Offices

- Marseille (France)
- Shanghai (China)
- Melbourne (Australia)
- Hamburg (Germany)



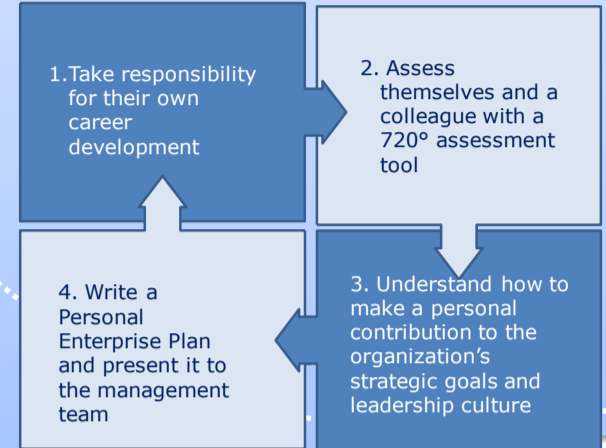
Mentoring certification program for mentors

The unique features of this 9-month program include an advanced people development process based on personalized support, follow up and individual validation of learning in addition to OR plus a set of personal development tools. The mentors will:



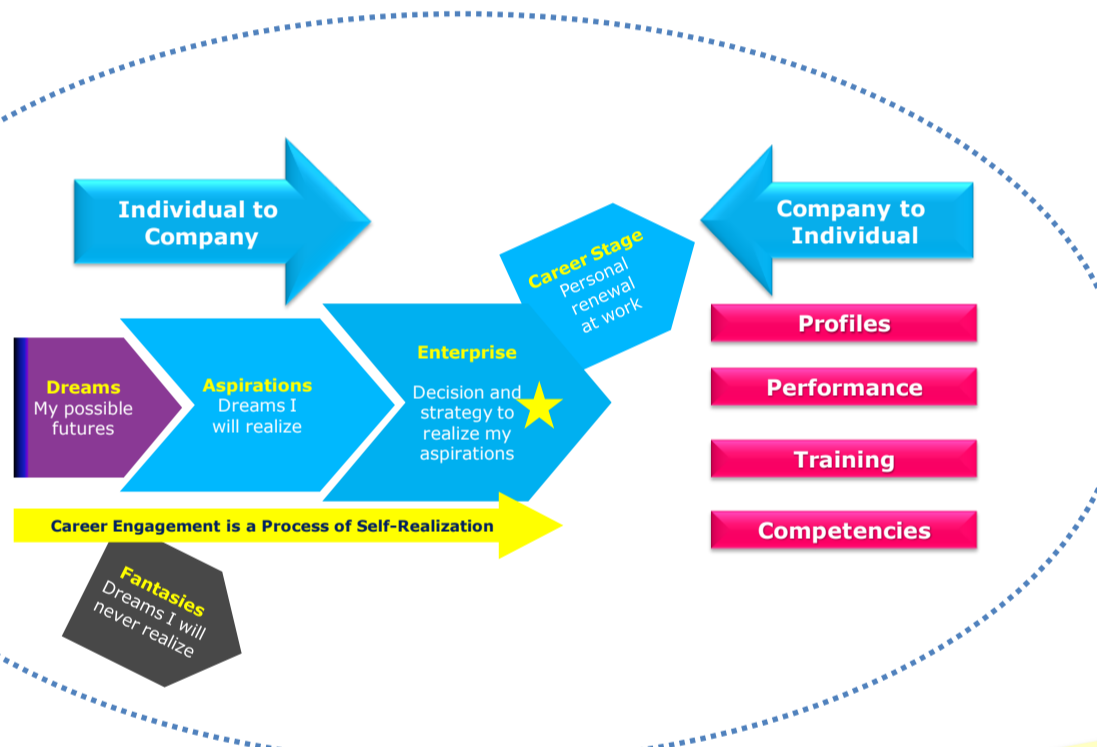
Mentoring certification program for mentees

The outputs of the mentoring program for key employees are the following :



Chariot program for performance development

The Chariot program is an action-learning process for managers who want to improve the development and engagement of their team members. It uses the company's employee performance review as the vehicle for personal development.



The program was designed based on the assumption that Key Performance Indicators are not sufficient to support employees development. Like the two wheels of a chariot, KPIs need to be coupled with KDIs (Key Development Indicators) to provide balanced and sustainable development. Results of the Chariot Program for managers and employees:

- **Sustained employee performance** through continuing development
- **Competent talent management** at the supervisor and team leader level.
- **Creation** of aspirational organizations and teams

"Our shareholders understand that developing people should be seen as an investment rather than a cost."

— Reto Wittwer, CEO, Kempinski

Strategic Personal Development Consulting

Metizo's consulting draws on our experience running programs on 4 continents and the work of certified consultants at different levels of seniority. Our expertise covers all levels of personal development, from the first hire employee to talent strategy in the Boardroom.

Some of Metizo's Senior Consultants:

Bob Aubrey PhD, founder and CEO, Metizo. Author of 6 books on training, education and personal development translated into 7 languages. He was a human resources consultant for 15 years and worked in 20 countries before founding Metizo.

Franck Gallo PhD, 25 years consulting experience in HR, Leadership and Performance. Coach and Mentor in Leadership Development: Asia with special emphasis on China. Metizo Board Member.

Jane Aubriet-Beausire, Manager of Paris office, Global talent development, HR & resourcing in multinationals, consulting firms & start-ups, lecturer at HEC, coach at INSEAD & has lived in 6 countries on 3 continents.

