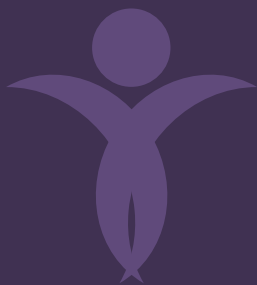




©emerge, a journey beyond ordinary  
The only Comprehensive and Modern 360° Global Organizational & HR Solution



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# The Philosophy



In the era of emerging technologies and economic and socioeconomic changes, the fundamentals of traditional practices and approaches towards People in context of an organization applicable since the beginning of the industrialization are being challenged. This issue has impacted many organizations globally and has undermined the stability of their ©Organizational Architecture, Landscape and Matrix attributes and ©People-Process-Information Organizational DNA. Additionally, the symptoms of this phenomenon have revealed themselves in the global challenges with Talent Attraction, Engagement and Retention.

Now, if one further evaluates the building elements of an ©Organizational Architecture, Landscape and Matrix, it becomes evident that the stability of the entire structure is dependent on the ©Organizational DNA; i.e. ©People-Process-Information. Additionally, since the "People" aspect of the ©Organizational DNA is the dynamic element, its microstructure is directly impacting the health of the overall system.

As a pragmatic response to escalating organizational challenges globally, based on the book titled *The HIM & HER, human being's undiscovered mystery*, Intelligence and Emotion are introduced as the building blocks of every human being. Accordingly, the ©Human Intelligence Management (HIM) and ©Human Emotion Realization (HER) were pioneered as two unsurpassed methodologies, which allow us to understand Intelligence and Emotion, their internal interactions in every human being and their outward effects towards and with others specially in groups and organizations..

The ©HIM & HER go beyond the static, traditional and historical approaches towards People in the context of an organization. Surpassing the prescribed approaches since the beginning of the industrialization, the ©HIM & HER employ unparalleled and dynamic views in discovering the mystery of the human being with respect to ©Organizational Architecture, Landscape and Matrix attributes and ©People-Process-Information Organizational DNA. In essence, when it comes to an organization, the ©HIM & HER prescribe a fundamental change of view towards People aspect.

Based on the principles of the ©HIM & HER and to assist organizations in achieving and surpassing Organizational Excellence and as the result of extensive research, study and practical experience, as the only 360 degrees global solution, the modern, and unparalleled ©emerge, a journey beyond ordinary, program has been developed.

Hope to see you onboard of ©emerge, a journey beyond ordinary.

Rahmat Ushaksaraei

The HIM & HER, human being's undiscovered mystery! ; Author

©emerge, a journey beyond ordinary, program; Pioneer & Facilitator of



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**ACCRETE**  
The Business Excellence Realization



As an intricate component of a 360° Modern, comprehensive and globally unsurpassed Organizational Solution, ©emerge, a journey beyond ordinary, has been developed based on the modern principles of the ©Human Intelligence Management (HIM) and ©Human Emotion Realization (HER), which define and describe every human being from the perspectives of Intelligence & Emotion disregard of the Racial, Cultural and Gender Differences, mistakenly as Human Diversity. ©The HIM & HER have been pioneered by Rahmat Ushaksaraei and described briefly in the book titled **The HIM & HER, human being's undiscovered mystery**, authored by Rahmat Ushaksaraei:



Based on the extensive research and proven methods, the unparalleled ©emerge, a journey beyond ordinary, program includes both carefully designed and crafted approach.

The main objectives and core values of ©emerge, a journey beyond ordinary, are:

- Promoting ©PART (Perceive, Appreciate, Respect & Treat) People in the context of an organization as combination of Intelligence & Emotion beyond the traditional doctrine, views and practices
- Introducing a lean ©Organizational Architecture, Landscape and Matrix, and ©Key People Indicator (KPI)
- Understanding the ©Intellectual & Emotional Footprints and ©2<sup>6</sup> Human Phenomenon and Modernizing all aspects of ©People-Process-Information Organizational DNA and as its bi-product, overcoming Talent Attraction, Engagement & Retention challenges via a pragmatic and customized Organizational & HR Cultural Transformation



# ©emerge Programs, Options



©emerge, a journey beyond ordinary, is offered as:

## 1: On-Site Consultancy & Advisory Expertise:

Consultancy & Advisory Expertise including but limited to customized assessment of the current condition of an organization, assistance with developing Organizational Infrastructure, the related strategy and roadmap, and providing the step-by-step guidance and expertise throughout the Organizational Transformation and Modernization.

For details and to set up an introductory appointment, please contact us directly.

## 2: Resort Based Program:

An unsurpassed interactive individual and group, outdoor and indoor activities, which are carefully designed to allow participants to live and experience the core values of the ©emerge, a journey beyond ordinary, program.

Offered from **April to October**, the program is best suited for group of **minimum 10 participants** within an organization and is offered in a **3 days** time slot hosted primarily at the **Horseshoe Resort Barrie, Skyline Hotels & Resorts** and or other Ontario, Canada based resorts.

For details and to set up an introductory appointment, please contact us directly.



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## 1: On-Site Consultancy & Advisory Expertise:

For the On-Site Consultancy & Advisory Expertise and to set an introductory appointment, please contact us directly via the online form available on the **reach us** page at **www.accrete.ca**, e-mail or phone.

## 2: Resort Based Program:

To enroll in **©emerge, a journey beyond ordinary**, Program offered from April to October :

**Step 1:** visit **www.accrete.ca**

**Step 2:** click on **reach us** from the left menu

**Step 3:** fill up the form and ensure to select the **©emerge - enrollment form & online calendar**

**Upon receipt of your enquiry, links to online enrollment and calendar would be sent to the provided main contact.**

### Important Notes:

- While enrolling, please ensure that all required information including the key contact information, affiliate code (if provided), activity codes and the final list of participants are entered.
- Upon submitting the enrollment request via online form, other than spelling correction(s) of the participant(s), the list of attendees may not be altered or substituted.

### Alteration and Cancellation Policy:

Due to extent of activities involved with program enrollment, date and time slot allocations, and resort accommodation, no alteration or cancellation is granted beyond finalization of the enrollment process. Furthermore, in case of cancellation, the participant organization will be invoiced with the full costs of the ©emerge, a journey beyond ordinary, program and Resort accommodations.



# Frequently Asked Questions



**Q: Is @emerge only a resort based outdoor program?**

A: No. The solution is offered as both year-round onsite Indoor & resort based April to September Outdoor.

**Q: Are the list of participant organizations and their testimonials available publically?**

A: No. Organizations and their internal challenges are considered confidential and simply put, based on our corporate philosophy, we do not believe in testimonial.

**Q: Is @emerge offered in the same format to all organizations and various groups within one?**

A: No. Although the content is the same, the format and delivery are tailored to the specific needs of an organization and various levels or groups within.

**Q: Is @emerge offered only in Canada?**

A: No. @emerge is offered to all organizations of any size and nature globally.

**Q: Is @emerge a Training, Seminar or Boot-Camp with Certificate of Participation/Achievement at the end?**

A: No. @emerge is a Modern Globally Unsurpassed & Unique program, which does not follow the Traditional industry standard formats.

**Q: Is the cost of year-round indoor program the same as outdoor resort based one?**

A: No. Cost of year-round indoor @emerge is case by case and depends on the nature of offered package.

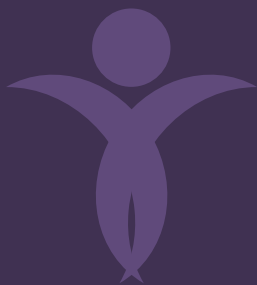


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