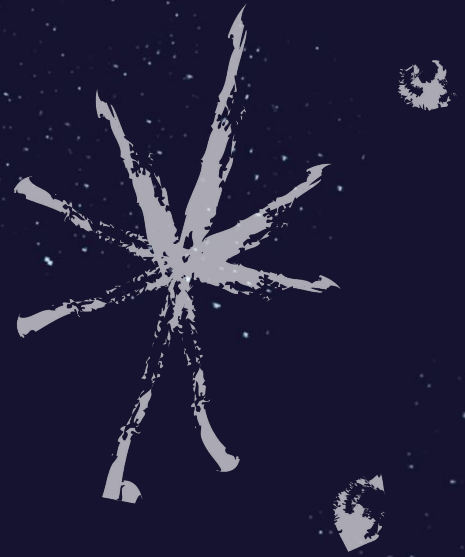


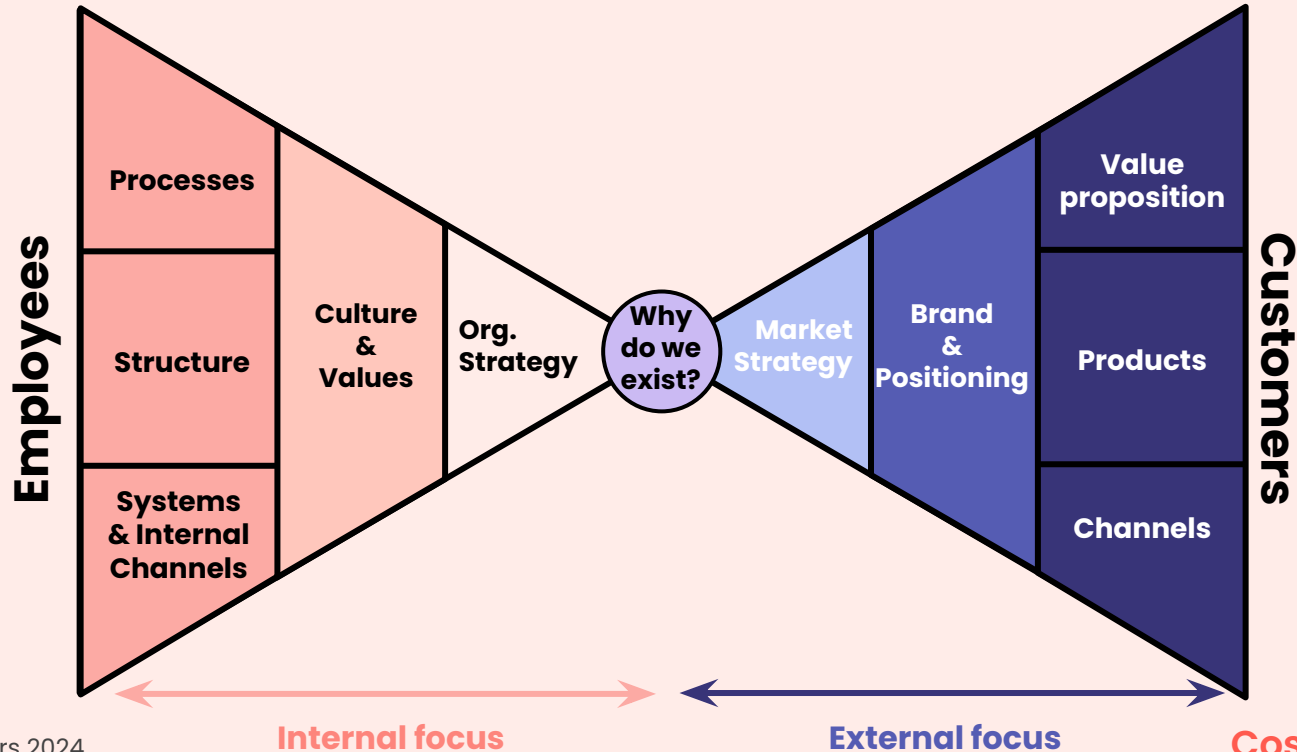
Meet Cosmic Centaurs

Building Organizations that Thrive

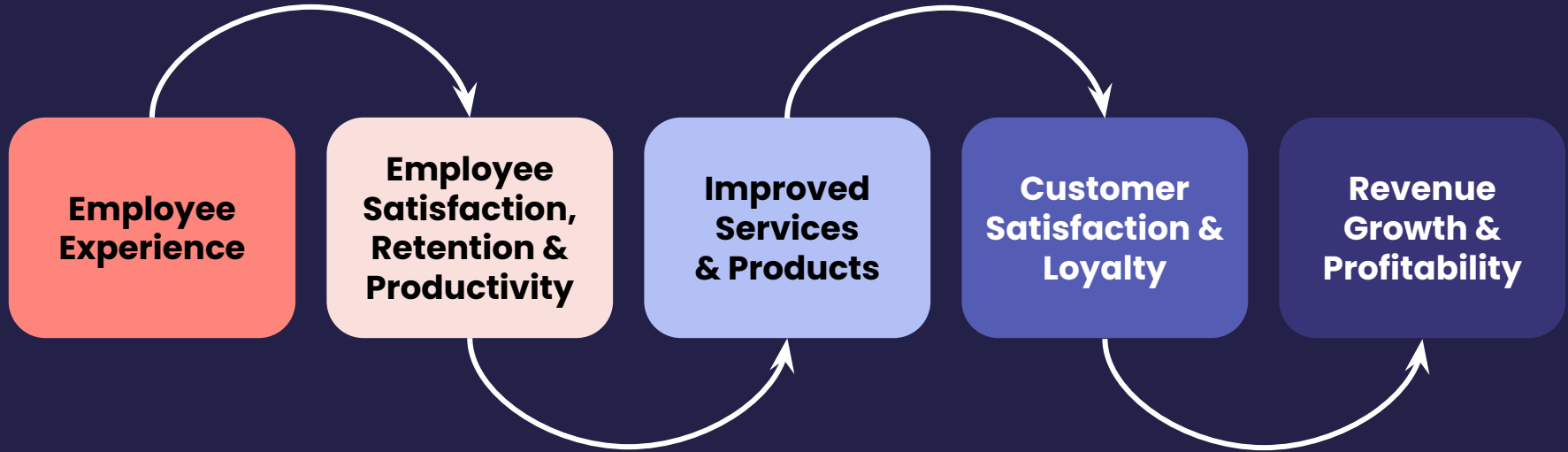
**We are an organizational development consulting
& implementation firm helping executives make better
decisions about work and the workplace and effect
sustainable organizational change.**



Great leaders don't just manage the work They manage the performance of the organization



This is how one translates to the other



Organizational Strategy is a business imperative

Purpose & Business Strategy

Organizational Strategy

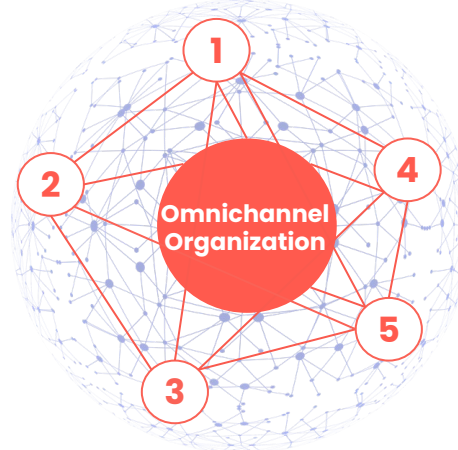
Sales Strategy

Marketing Strategy

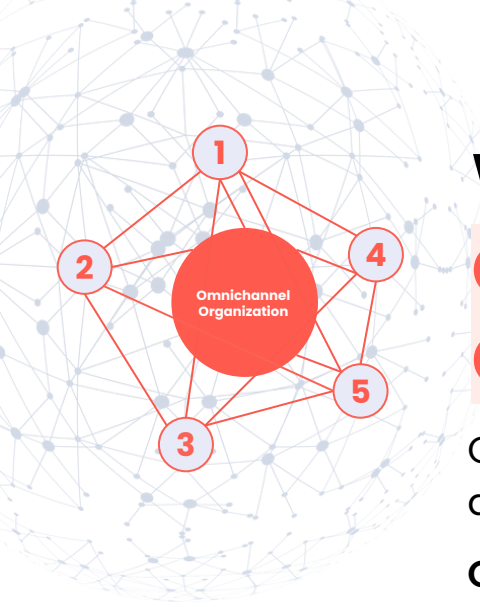
Service Strategy

...

A holistic & integrated approach to designing Work & Employee Experiences



1. Structure
2. People
3. Processes
4. Culture
5. Systems



We believe in building **Omnichannel Organizations**[®]

Omnichannel experiences are used to drive rich and engaged user experiences across industries.

Omnichannel Organizations deliver an experience for employees that extends across all touchpoints, and through time allowing them to seamlessly align with the organization's purpose, culture, and goals and add meaningful value wherever they are.

The Omnichannel Organization®

looks across all employee touchpoints

0. Alignment to Strategy

Understanding of strategy	Accessibility of strategy	Measurement & KPIs	Strategic Initiatives	Strategic Planning
1. Structure	2. Process	3. Systems	4. People	5. Culture
Organisational or Team Structure & Governance	Processes & Methodologies	Productivity & Business Performance	Learning & Development	Purpose & Values
Roles & Responsibilities	Knowledge Creation & Documentation	Incentives, Remuneration & Benefits	Leadership Coaching & Development	Culture Activation & Artefacts
Workspace Design & Management	Onboarding & Offboarding	Technology Systems	Capability Building	Internal Comms

The Omnichannel Organization[®]

looks at the employee experience through time



We bring the agility of startups to the corporate world,
and the operational excellence of MNCs to startups.

<p>Multinationals</p>			<p>TERRASSEMENT</p>			
<p>Government & Third Sector</p>	<p>دائرة الإسناد الحكومي DEPARTMENT OF GOVERNMENT SUPPORT</p> 	<p>مؤسسة محمد بن سلمان الخيرية Mohammed bin Salman Foundation misk Foundation مسك الخيرية</p> 	 <p>Misk Art Institute معهد مسك للفنون</p>	<p>فنون JAMEEL</p>	<p>drosos (...)</p>	
<p>Startups & Scaleups</p>		<p>سايين ات Signit</p>	 <p>DATAVOLT</p>			
<p>Agencies</p>				<p>Education</p>		<p>Berytech The Ecosystem for Entrepreneurs</p>

We partner with **Holistic leaders.**



To help them build Omnichannel Organizations[®]
where people do their best work.

Our Work

We raise the collective intelligence of teams and organizations, by improving collaboration, resilience and innovation.

Our work supports organizations by operating at multiple levels:

50,000 feet

Thinking Partners

We sit at the intersection of executive leadership, HR, internal communications and project management helping our clients adapt to the emerging world. In doing so, we support the business strategy and maintain employee engagement and internal alignment.

5,000 feet

Better Work Experts

We conduct comprehensive research and extract insights to help our clients make informed, data-driven decisions. Our findings also help us develop frameworks, models and content, rooted in academic research.

5 feet

Changemakers

We work with clients to implement change, from managing projects, to introducing new processes and tools for lasting, sustainable progress.

50,000 feet

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5,000 feet

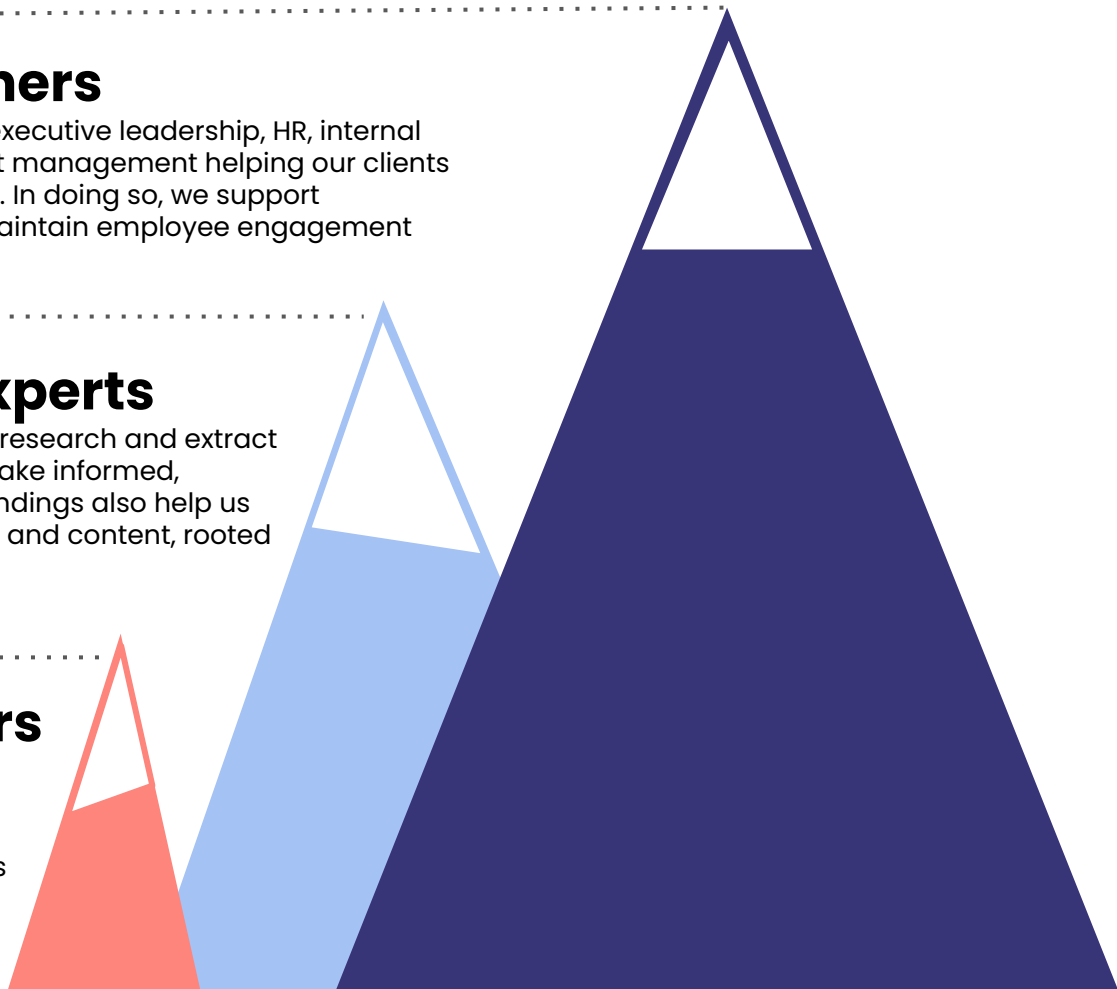
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5 feet

Changemakers

We work with clients to implement change, from managing projects, to introducing new processes and tools for lasting, sustainable progress.



We believe in creating holistic, integrated experiences for teams and individuals to contribute their best work.

The future of work is:

The Omnichannel Organization®

Omnichannel experiences are used to drive rich and engaged user experiences across industries. The Omnichannel Organization® delivers an experience for employees that extends across all touchpoints, physical and virtual, allowing them to seamlessly connect and align with the organization's goals and add meaningful value wherever they are.

We do this in three steps:

1. Upgrading Work Models

We study legacy work models, and suggest an evolution where relevant.

2. Driving Durable Change

Across culture, people, process, system, and structure.

3. Measuring Impact

Using our Omnichannel Organization® Assessment Framework

Level 5 -
Omni Channel

5

4

3

2

1

Level 1 -
Mono Channel

Omnichannel Organization®
Assessment Framework

The Omnichannel Organization® – Holistic Consulting Engagement

<h1>1</h1>	<h1>2</h1>	<h1>3</h1>	<h1>4</h1>	<h1>5</h1>
<h2>Identifying your goals</h2> <p>Understanding your business and organizational goals</p>	<h2>Quantify & Qualify</h2> <p>Deep-diving on your team's needs and aspirations</p>	<h2>Workshops & Sprint planning</h2> <p>Engaging stakeholders and identifying solutions</p>	<h2>Implementation Phase</h2> <p>Executing our plan in sprints</p>	<h2>Measurement Phase</h2> <p>Measuring our progress and impact</p>
<p><i>November - December 2023</i></p>	<p><i>November - December 2023</i></p>	<p><i>January 2024</i></p>	<p><i>January 2024 - March 2024</i></p>	<p><i>April 2024</i></p>
 <p>Leadership Interviews to understand needs & goals</p>  <p>Desk research to learn more about the industry</p>	 <p>Employee Interviews & Survey for qualitative and quantitative assessment</p>  <p>Discovery findings presentation to highlight themes to be prioritized</p>	 <p>Workshops Bringing teams together to ideate</p>  <p>Implementation Plan Developing a strategic roadmap for lasting change</p>	 <p>Sprint 1 Time-sensitive themes</p>  <p>Sprint 2 Important themes not as urgent</p>  <p>Sprint 3 Documentation of main processes</p>	 <p>Final Survey Measuring our progress</p>  <p>Results presentation Sharing our impact and pending activities</p>

The Omnichannel Organization® – Additional Offerings

CULTURE IN FOCUS

Internal Comms

A holistic, human-centric approach to internal and executive comms to help you create a more aligned, engaged, high-performing, and happier workplace.

Cosmic Centaurs

Organizational Culture & Values

An intentional approach to bringing your organizational values to life, making culture your competitive advantage.

Cosmic Centaurs

Office (re)Design

We help you rethink your workspace design to increase engagement, improve productivity, and optimize spend

Cosmic Centaurs

STRATEGY EXECUTION

Building organizations that deliver

We help leaders deliver successful strategies and strategic plans, turning vision into actionable, measurable initiatives.

Cosmic Centaurs

Strategy Management Office

Bridging the gap between strategy development and execution, ensuring companies deliver on their strategic plans effectively and predictably.

Cosmic Centaurs

Process Documentation

Designing and documenting key processes to boost operational efficiency and alignment

Cosmic Centaurs

TALKS + UPSKILLING

Future-ready Leaders

We offer research backed, user-centric, engaging training programs to give leaders the skills they need to thrive in the new world of work.

Cosmic Centaurs

About Cosmic Centaurs

Making your Business Future-ready

We combine academic research, case studies, and primary research to deliver tailor-made training and workshops for executives, leaders, and teams.

Enabling leaders & teams, across these areas

Future of Work Skills
We help leaders and teams navigate new ways of working in their organization by empowering them with future of work skills and mindsets.

Capability Development
We upskill everyone across the organization with the most in-demand and future proof skills.

Human Connection at Work
We bring your teams together, engage them around rituals and train them on ways to stay connected, cohesive, and collaborative.

We are Trusted by



90+ leaders coached	250+ teams served	1000+ individuals trained	2 thought leaders
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Cosmic Centaurs

Inspiring, engaging, and actionable talks.



We believe in the power of knowledge sharing, human connection, and the impact a truly great conversation can have on someone's life.

We believe in talks that inspire and inform, while providing our audience with valuable insights and actionable ideas, online or in person.

Cosmic Centaurs

About Us

We draw from our experience building great brands & companies (CX) to build great organizations (EX)



**MARILYN
ZAKHOUR**

Founder and CEO

Marilyn has experience in organizations of all sizes and knows how to bring the agility of small startups to big corporations.

Previously CMO of EMAAR, and Head of Dubai Opera, Marilyn holds an executive MBA from INSEAD. She has also spent 10 years in the startup world, building and running digital native companies. She leverages her diverse expertise to craft innovative and actionable strategies. With over 15 years dedicated to crafting and delivering strategic plans, workshops, and executive guidance, Marilyn's influence resonates across industries.



**TALA
ODEH**

Senior Consultant

Drawing from her prior roles in corporate communication and strategic planning, Tala brings her storytelling, team-building and strategic planning experience to the work.

Before joining Cosmic Centaurs, Tala worked at EMAAR managing external communications and reputation risk for the group. Previously Tala was a Strategic Planner at Ogilvy, developing insight-driven strategies for Fortune 500 clients. Tala is a graduate of Columbia University.



**MARIE
NAKHLE**

Senior Consultant

Marie is an expert in process engineering and strategic planning, designing frameworks and structures that drive organizational success.

She has over 15 years of experience developing and executing digital strategies and managing e-commerce businesses. Previously the Head of Digital at Antoine Library, Marie holds a Masters Degree in Information Systems and Digital Transformation from Paris Dauphine University.

* Our Clients Vouch for Us



Omar Najjar
**Chief Program
Officer**



"Cosmic Centaurs continue to push the team, elevating their ideas and challenging their perspectives and the status quo. They showed the team structured ways of thinking, and helped them develop their thought leadership. That has left a significant impact on Misk. There is no comparison between you and other partners, because you are involved, you understand the context, and your contributions are spot on."



Mohamed
Abbouri
Co-Founder



"What makes Cosmic Centaurs unique, is that they have a combination of strategic thinking with on-the-ground experience. They understand marketing and sales as well as the human side of organizations, such as culture in a startup environment.

That is a rare find."

* Our Clients Vouch for Us



Victor Ribeiro
HR Director



"There was profound thinking beyond simply delivering on our request. Unlike many other consulting firms, Cosmic Centaurs pushed us past our initial position on the topic of remote work. The collaboration really allowed us to move forward. We liked the team's ability to get to know us and adapt to who we are while pushing us to think beyond our own beliefs. We have since succeeded in implementing flexible work models, both with people working at the office and on construction sites."



Loic Moultault
CEO



"I contacted Cosmic Centaurs because I was thinking about the resilience of my organization. We had done quite well in the pandemic but I could feel that everyone was getting a little tired. I was surprised by the academic research that was cited in the workshop, because it confirmed that this was a new topic for business, and not many people were equipped to provide a definitive answer. It was surprising, but it gave the right tonality. Now we are organizing supply chains for resilience and not just for cost. There was no recipe given, but the workshop gave us a space to co-create!"

* Our Clients Vouch for Us



Soussane
Chartouny
**Senior Director,
EMEA/ LATAM
Field & Channel
Marketing**



Cosmic Centaurs has done incredible work for the leaders of our marketing org.

Their expertise and dedication have been invaluable and I'm already seeing the impact in my team's strategic management capabilities. What's particularly impressive is that the content they've provided is tailor-made to our specific use cases.

They've taken the time to understand our unique challenges and opportunities, and provided us with insights and strategies that are directly relevant to our business.



Dr. Christiane
Mueck
**Advisor | Founder |
Board Member |
Coach | Angel |
xBCG**

مؤسسة محمد بن سلمان الخيرية
Mohammed bin Salman Foundation
misk Foundation
مسك الخيرية



As a former BCG consultant, my standards for strategy work are pretty high – yet Cosmic Centaurs always manages to surprise me with innovative and practical approaches to defining problems and developing strategies to tackle them. They impress us with their analytical acumen and the ability to challenge the status quo. Cosmic Centaurs doesn't just offer strategy; they deliver actionable plans that truly transform organizations. Their approach is refreshing, human-centric and effective, making them an invaluable asset for any company seeking real strategic growth, a sparring partner to think with, and a team of doers able to turn vision into reality.

* Our Clients Vouch for Us



Karim Abourizk
COO

WONDEREIGHT

"When we were on the lookout for a partner, we wanted more than just a consultant; we wanted a team player, someone who got us and our vision.

Cosmic Centaurs was a perfect match. If we had to rate them, they're a solid 10, without a doubt. To others stepping into this partnership, keep an open mind; the journey with Cosmic Centaurs is as rewarding as the outcomes. Their superpower is their knack for making complex problems look simple and solvable. They truly know how to accelerate your journey, making it fun and collaborative."



Mazuba Haanyama
**Director of
Community
Engagement &
Advocacy, MENAT**

 Meta

"We engaged Cosmic Centaurs to help our team redefine our north star and align our collective efforts. Through their guidance, we learned the importance of effective communication in driving our mission forward. They helped us organize and streamline our identity, work processes, and focus on the most critical challenges as a team. Their support has been invaluable in steering us in the right direction.

We've attempted this with several partners in the past, and we didn't get what we needed until now. I sought an organization that would truly understand us and meet us at our level, and they delivered exactly that."

We Design Engaging Experiences

We use engaging methods and facilitation tools giving participants the chance to debate, learn, ideate, prototype, and iterate.

We Believe in Collective Intelligence

Our team of managers, consultants, communicators, facilitators and yes, even architects brings diverse thinking and perspectives to our sessions.





We Leverage the Wisdom of Academia

We combine academic research, case studies, & primary research to deliver tailor-made training and workshops for executives, leaders and teams.



We Love a Good Framework

We use proven frameworks to frame the discussion and structure the thinking around key topics making sure that all aspects of the problem have been addressed.



We are Strategic Thinkers

We bring a strategic dimension into our facilitation to guide our audience towards actionable, future-proof ideas.

We are also Doers


We are a dynamic team of strategic project managers, combining insightful strategy with practical execution to drive impactful results.

Insights & Resources - www.cosmiccentaurs.com

Rituals


Rituals are any activities or habits your team employs to foster culture, collaboration and connectivity. Below are just a few of our beautiful Rituals developed by Cosmic Centaurs and our community.

Filter by Goal:




Rituals: Praise Wall

Highlight good work or reward efforts of your team members or a peer. This can be a stack of notes or a video message commending employees on their achievements. A Praise Wall will light moods, encourage performance and support a positive working culture.




Rituals: Dance Party!

Remote group work sessions can be inherently productive, but also a little boring. Invite your team to dance and we will take you into a dance party to lighten the mood and take a step away from the stress. A live song playlist and the energy of that good music might mean it's time to get going in the new era of work.




Rituals: Stretch it out


Spring or a dull day can leave you feeling achy and sore. One way to promote movement, team participation and comfort is to do a stretch or a mini group stretch. Add music to encourage movement, connect the group and promote healthy behaviour.



Rituals: WELCOME



Rituals: Office tour



Rituals: Virtual meeting

Ritual Bank

If your team, classroom or company is looking for rituals to help with performance, cohesion or communication, visit our ritual bank for inspiration.

Cosmic Centaurs Presents

THE FUTURE OF WORK CONFERENCE

THEME: EXPLORING REMOTE WORK IN THE POST-PANDEMIC WORLD

JULY 21 & 22 2020 | LINKEDIN LIVE

REGISTER TODAY

THE FUTURE OF WORK
Cosmic Conferences
COSMICCENTAURS.COM/COSMIC-CONFERENCES



Cosmic Conference

Our virtual conference series explores the future of work & learning. We held 4 editions so far with 3000+ attendees, 50+ live sessions, 65+ speakers, and endless insights.

Cosmic Centaurs

Collaboration without co-location

Individual - Workspace Management - The Time & Place Boundaries

As we have been pushed into remote work, most of us don't have our space and our desk setup in a way that accommodates for this. The boundaries we have to draw for ourselves and one another become more and more important, as weekdays and weekends merge into another, and the daily rituals of commuting to work no longer mark the beginning and end of our work day.

The below worksheet will help you (and those who live with you) in defining the physical and temporal limits of your workspace.

1- List your spaces

Start by listing all the potential spaces in your home, then specify which ones you think can be used for work. If you live with someone else, a spouse, a room mate,

Spaces	Your Answers	2nd Person's Answers
Living Room		
Dining Room		
Bedroom		

Worksheets

We offer free worksheets for individuals and teams helping them manage their workspace, facilitate retrospectives or decide on the relevant tech stack.

Centaur STAGE

CHASING LEADS & CLOSING DEALS:
SALES & MARKETING IN HYBRID SETTINGS

A DISCUSSION WITH



ZIAD RAHHAL
Head of LinkedIn Marketing Solutions MENA



MARILYN
CEO & Founder of Cosmic Centaurs

Thursday 26 November | 2:30 PM Dubai-Time | LinkedIn Live

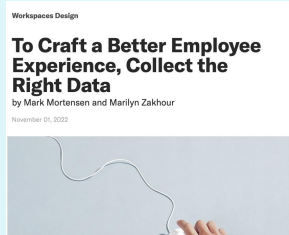
Centaur Stage

Our weekly live video series is hosted by Marilyn, and features and some incredible we uncover sharing insights, opinions and perspectives about how we work and learn.

Cosmic Centaurs in the Press

Harvard Business Review

October 2022
Understanding the Employee Experience



Financial Times

August 2021
Marilyn Zakhour on Personal Branding



Entrepreneur ME

December 2020
Leadership in the Era of Uncertainty

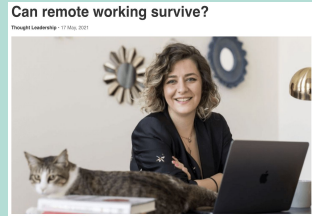


Wamda Op-eds

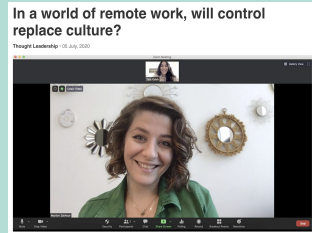
August 2021
When we can't build startups from a garage, how do we create strong teams?



May 2021
Can remote working survive?



July 2020
In a world of remote work, will control replace culture?



Dubai One TV - DXB Today

January 2023
Marilyn Zakhour on Well-being in the Workplace & Employee Engagement



You can rip off ideas but
you can't copy **a great organization.**

It is the ultimate competitive advantage.