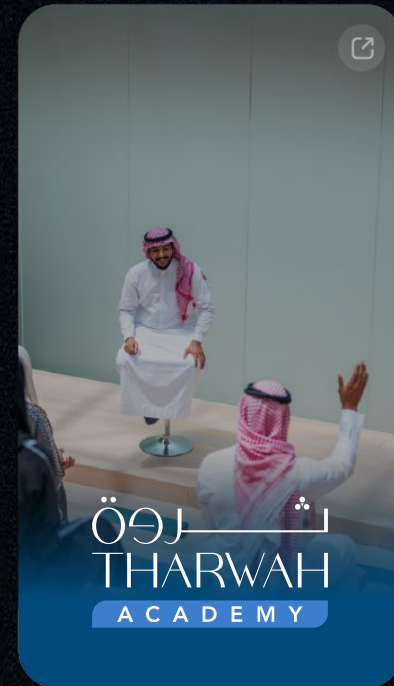




Tharwah High Institute for Training
Unleashing Human Potential

Tharwah Group



Creating Positive Enduring Impact

Empowering People.
Enabling Organizations.
Enriching Communities

Communities

Driving positive social impact
& shared prosperity.



Organization

Optimizing processes,
governance & performance.



People

Building skills, confidence &
well-being for individuals.



Who We Are

Empowering Individuals & Organizations to Thrive

Tharwah High Institute for Training is the dedicated learning and development arm of Tharwah Group, one of the Kingdom’s leading human capital consulting firms. We specialize in crafting and delivering high-impact, customized learning experiences that empower individuals and organizations to thrive.

We design and deliver transformative learning and development solutions across corporate, government, and nonprofit sectors, addressing capability gaps with smart, scalable, and engaging programs.



+14 
Years of Experience

+16,500 
People Trained

+400 
Clients Served

98% 
Client Satisfaction

+2,000 
Coaching Hours

Tharwah Academy Solutions

Empowering Individuals and Organizations for Exceptional Performance and Remarkable Results.

For Organizations

Training Consulting Services

- Training Projects Management
- Training Needs Analysis (TNA)
- Custom Training Design

Talent Development Journeys

- Leadership, HR, and Fresh Graduate Development Journeys

Coaching

- Executive, Group, Career, and Life Coaching

Digital Learning & E-Learning Services

- LMS Implementation & TaaS
- Interactive Content Development
- Digital Learning & Academy Tech Consulting

For Individuals

Training Programs

Skill-building programs tailored to all career levels, supporting ongoing professional development across various industries.

Professional Certifications

Internationally recognized certifications that empower professionals with the tools and credentials needed to advance their careers.

Diplomas

- Diploma in HR Management
- Diploma in Marketing
- Diploma in Accounting
- Diploma in Artificial Intelligence (AI)
- Diploma in Cybersecurity

Knowledge Areas

- Human Resources Management
- Project Management
- Finance & Banking
- Leadership & Management
- Technology

+24 Knowledge Areas



Training Consulting Services

Bridge the Skills Gap and Achieve Success

Tharwah High Institute for Training recognizes the complexities of developing and managing effective training courses. Our Training Consulting Services provide a collaborative approach to streamline the process and ensure your training initiatives are impactful.

Training Needs Analysis (TNA)

Investing in the right training starts with understanding your specific needs. Our TNA service utilizes a data-driven approach to identify knowledge and skill gaps across your workforce. Through a multi-staged approach, we work closely with your organization to:

Analyze Job Descriptions

Review Competency Frameworks

Evaluate Competencies

Identify Development Needs

Develop Solutions

Match Cost & Resource Allocation

Customized Training Course Design

Tharwah leverages globally recognized design methodologies like SAM and ADDIE to craft custom-made training courses. We go beyond just using these models; we expertly adapt them to your specific needs and the unique cultural context of your workforce. This ensures training resonates with your employees and maximizes its effectiveness.



Training Consulting Services

Bridge the Skills Gap and Achieve Success

E-learning Content Creation

Tharwah embraces innovative learning approaches by developing customized e-learning solutions. This caters to diverse learning styles and preferences, allowing trainees to acquire knowledge and skills independently, at their own pace.

Our interactive e-learning modules offer several advantages

Accessibility: Learners can access training materials anytime, anywhere, fostering flexibility and convenience.

Reduced Costs: E-learning provides a cost-effective pathway to training and, when needed, complements in-person delivery by reducing dependence on physical venues.

Enhanced Understanding: Engaging multimedia elements promote knowledge retention and clear comprehension of training content.

Training Services and Projects Management

Tharwah offers comprehensive project management services to ensure the seamless execution of all your training initiatives. Our experienced project management team oversees your training courses from development and delivery to evaluation and reporting, minimizing disruption to your operations.

Project Launch

Needs Assessment

Participant Registration

Logistics Management

Training Oversight & Evaluation



الهيئة السعودية للمياه
Saudi Water Authority



وزارة التعليم
Ministry of Education



وزارة الثقافة
Ministry of Culture



وزارة الطاقة
MINISTRY OF ENERGY



وزارة المالية
Ministry of Finance



mgi

شركة المياه الوطنية
National Water Company

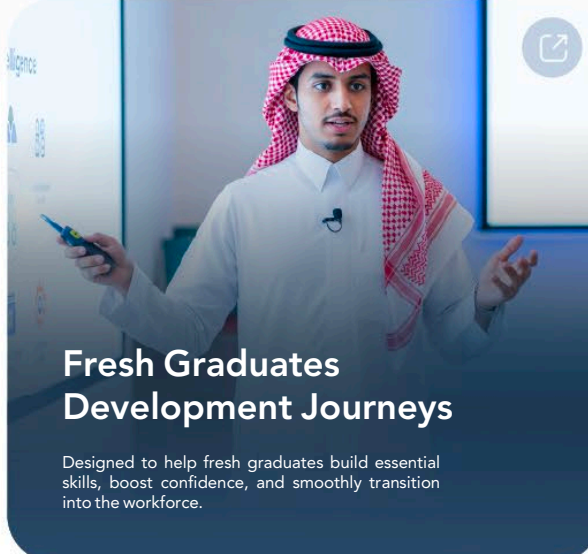


Talent Development Journeys



Leadership Development Journeys

Tailored programs that equip leaders at all levels with the skills needed to lead strategically, drive impact, and align with Vision 2030 priorities.



Fresh Graduates Development Journeys

Designed to help fresh graduates build essential skills, boost confidence, and smoothly transition into the workforce.



Human Resources Development Journeys

Comprehensive learning paths for HR professionals to build expertise in operations, strategy, and organizational development.



Professional Skills Development Journeys

Focused on enhancing key soft and digital skills to improve performance, communication, and collaboration in the workplace.

A Custom Learning Path We've Designed



Coaching Services

Unlock Your Potential Achieve Breakthrough Results

Tharwah High Institute for Training offers a comprehensive suite of coaching services designed to empower individuals and teams to achieve their full potential. We believe that effective coaching fosters self-discovery, goal setting, and the development of essential skills to navigate both professional and personal challenges.

- | | |
|---|--|
| <input type="checkbox"/> Business Coaching | <input type="checkbox"/> Group Coaching |
| <input type="checkbox"/> Executive Coaching | <input type="checkbox"/> Career Coaching |
| <input type="checkbox"/> Life Coaching | <input type="checkbox"/> Customized Training |
| <input type="checkbox"/> Team Coaching | |

The Coaching Process

- Establishing a Coaching Relationship
- Clarifying Goals and Expectations
- Assessing the Current Situation
- Exploring Perspectives and Generating Insights
- Goal Setting and Action Planning

How Coaching Drives Real Impact?

86% Reported a Positive ROI from Coaching

80% Gained Greater Self-Confidence

70% Improved Performance and Relationships

67% Achieved Better Work-Life Balance

72% Developed Stronger Communication Skills

ICF-Certified Coaches

All our coaches are ICF-credentialed, ensuring their expertise and adherence to ethical standards. This ensures proven results and a truly transformative coaching experience.



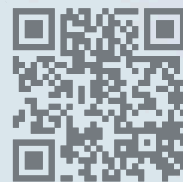
Talent Assessments Solutions



Services

- Psychometric and Ability Testing
- Technical & Skills-Based Testing
- Assessment Centers
- Customized Assessments
- Competency-Based Interviews (CBI)

Our Talent Assessment solution help you understand the true capabilities of your people, so you can make decisions that allow your workforce to perform at its best toward your goals.



Go to website

stc

OSP
برنامج استخدام الطلب على البترول
Oil Sustainability Program

GACA
الهيئة العامة للغرفة التجارية
General Authority of Civil Aviation

وزارة الشؤون
البلدية والتقوية
Ministry of Municipal & Rural Affairs



المركز الوطني لتنمية
القطاع غير الربحي
National Center for
Non-Profit Sector



المركز الوطني للتنافسية
NATIONAL COMPETITIVENESS CENTER
TAYBEER | التنافس

nova.

The Innovative Psychometric Assessment Tool

Nova is a psychometric tool providing quick, accurate insights into personality, motivation, cognition, emotional intelligence, and professional skills. It meets global standards and reflects the cultural nuances of Saudi Arabia and GCC countries through a user-friendly platform.

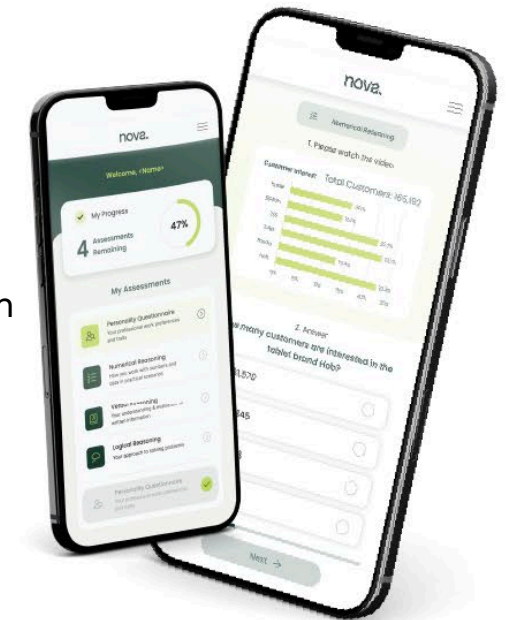
Arabic Language Support

Focus on Future Skills

Integrated and Engaging Design

AI-Powered Cheat Resistance

360-Degree Assessments



Digital Learning & E-Learning Services

Enabling Success Through Modern Learning Solutions

We empower organizations through cutting-edge digital learning technologies that seamlessly align human capital development with bold digital ambitions. We go beyond platforms and content, we craft smart, personalized learning ecosystems that deliver measurable impact, automated efficiency, and data-driven growth.

LMS Implementation & TaaS

We provide end-to-end Learning Management System setup and ongoing support through Training-as-a-Service (TaaS), ensuring seamless, scalable digital learning delivery.

Interactive Content Development

We design engaging, SCORM/xAPI-compliant digital content tailored to diverse learning styles, combining visuals, scenarios, gamification, and assessments.

Digital Learning & Academy Tech Consulting

Our experts guide organizations in selecting, implementing, and optimizing digital learning technologies to align with business goals and user needs.

Hybrid Learning Journey Design

We create blended learning paths that integrate classroom, digital, coaching, and on-the-job experiences, customized to individual or organizational needs.

Educational Video Production

We produce high-quality, purpose-driven educational videos, from animated explainers to instructor-led sessions, enhancing learning engagement and retention.

Learning Analytics & Business Intelligence

We deliver data-driven insights on learner progress, program impact, and business alignment, supporting continuous improvement and ROI measurement.

40%
faster onboarding times



25%
higher learner engagement



40%
completion rate for e-learning programs



40%
satisfaction rate in digital delivery



almentor

UMAMI
E-LEARNING SOLUTIONS

moodle



Tharwah Learning Management System (LMS)

A Seamless, Scalable, and Smart Learning Experience

At Tharwah Academy, our LMS isn't just a platform, it's a fully integrated, white-labeled digital learning environment tailored to your organization's needs. Whether you're managing large-scale training initiatives or personalized learning journeys, our LMS delivers impact through automation, flexibility, and data-driven control.

Key Features

User-friendly interface for learners, trainers, and administrators

Mobile-accessible platform with full course tracking

Course libraries, certifications, and learning paths

Real-time progress tracking, engagement metrics, and performance reports

Full Arabic-English language support

Integrated & Scalable

Our LMS easily integrates with your HR systems (HRMS), Single Sign-On (SSO), and external tools, offering a centralized hub for all learning activities. Whether for 100 or 10,000 users, the platform is scalable to grow with you.

Fully Customizable for Your Organization

We configure your LMS to reflect your brand, training goals, and workforce structure. From user permissions and course content to reporting dashboards and notifications, everything can be tailored to align with your operations and strategy.



Training Programs

At Tharwah Academy, our training programs are designed to equip professionals with practical, industry-recognized knowledge and certifications. From foundational diplomas to advanced certifications, our catalog spans 29+ knowledge areas and is constantly evolving to meet the demands of today's dynamic workforce.

With over **600 training programs**, **+16,000 hours delivered**, and a **98% participant satisfaction rate**, we serve individuals and organizations across government, private, and non-profit sectors.

Knowledge areas

- Human Resources Management
- Project Management
- Finance & Banking
- Leadership & Management
- Technology

+24 Additional Fields

Diplomas Offered

- Diploma in Human Resources Management
- Diploma in Marketing
- Diploma in Accounting
- Diploma in Artificial Intelligence (AI)
- Diploma in Cybersecurity

Featured Certifications & Courses

SHRM Advanced Certificate in HR Management (SHRM ACHRM)

Certificate in Competency Based Interviews (CBI)

Certificate in Key Performance Indicators (KPIs)

Certificate in Organizational Development (OD)

Certificate in Generative AI in HR

Certified Manager (CM)

Certified Supervisor (CS)

Certified Change Management Professional (CCMP)

+50 Training Courses

+16,500
People Trained



+600
Training Programs



+120,000
Training Hours Delivered



98%
Participant Satisfaction



Training is not just about learning, it's about unlocking potential, inspiring change, and leading with confidence.



In-House Training Solutions

Tailored Learning, Delivered at Your Convenience

Our in-house training programs **bring customized learning directly to your organization**, whether onsite, offsite, or virtual. Designed to align with your schedule, location, and learning objectives, these solutions are ideal for organizations seeking flexibility, privacy, and high-impact results. From off-the-shelf modules to fully bespoke programs, we make learning efficient and relevant.

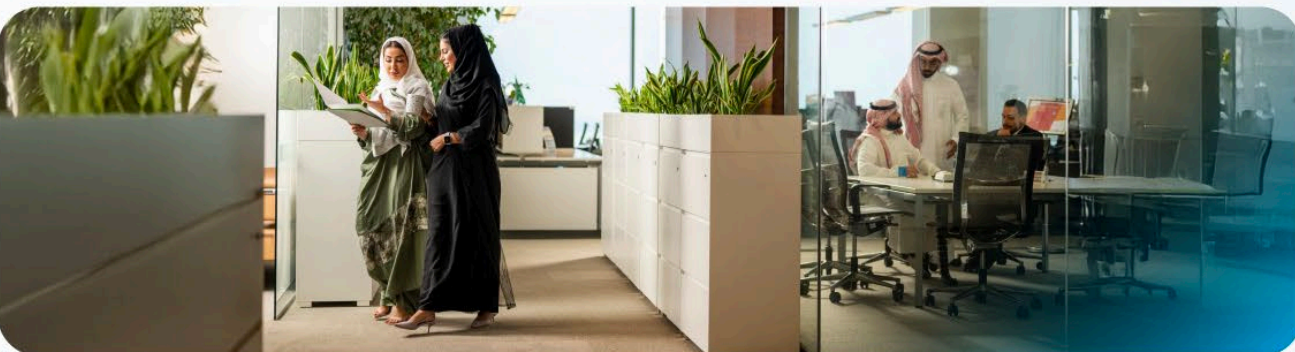
We adapt our content, trainers, and delivery methods to suit your team's exact needs, ensuring every session is **targeted, engaging, and results-driven**.

Delivery Models

Off-the-Shelf: Pre-developed courses ready for immediate delivery

Customized: Adapted to your industry, goals, and audience

Bespoke: Built entirely from scratch to meet your strategic needs



Key Benefits of Our In-House Training

Cost-Efficient

Optimize your training budget with group-based, localized delivery.

Flexible

You choose the schedule, format, and location.

Tailored Content

Curriculum adapted to your business goals and workforce context.

Time-Saving

Reduce time away from work while delivering measurable learning impact.

Dedicated Product Manager

Streamlines communication and execution for a hassle-free experience.

Aligned with Culture

Training resonates with your team's language, values, and challenges.

Our Training Methodology

For Organizations

At Tharwah Academy, we follow the internationally recognized ADDIE model to ensure every learning experience is effective, tailored, and measurable.



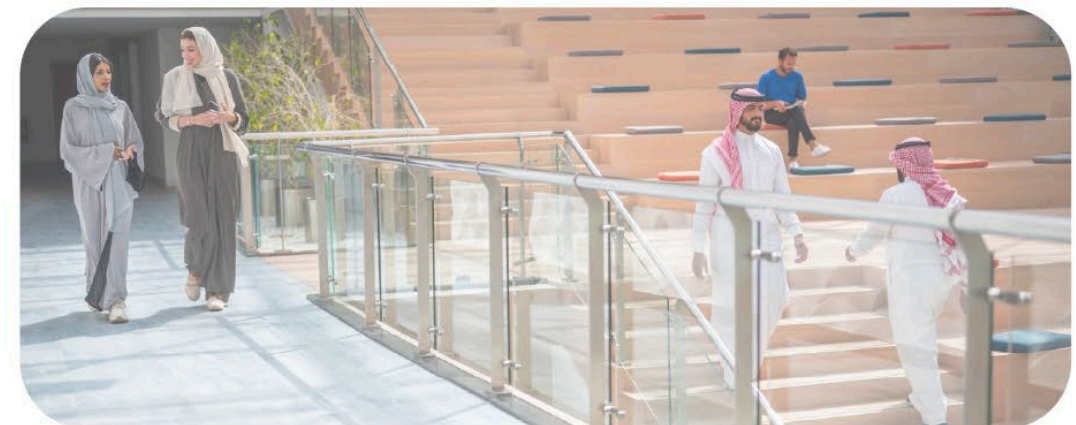
Our Structured Approach to Designing Learning Experiences

Leveraging the 70-20-10 Model for Maximum Impact



Turning Theory into Real Results

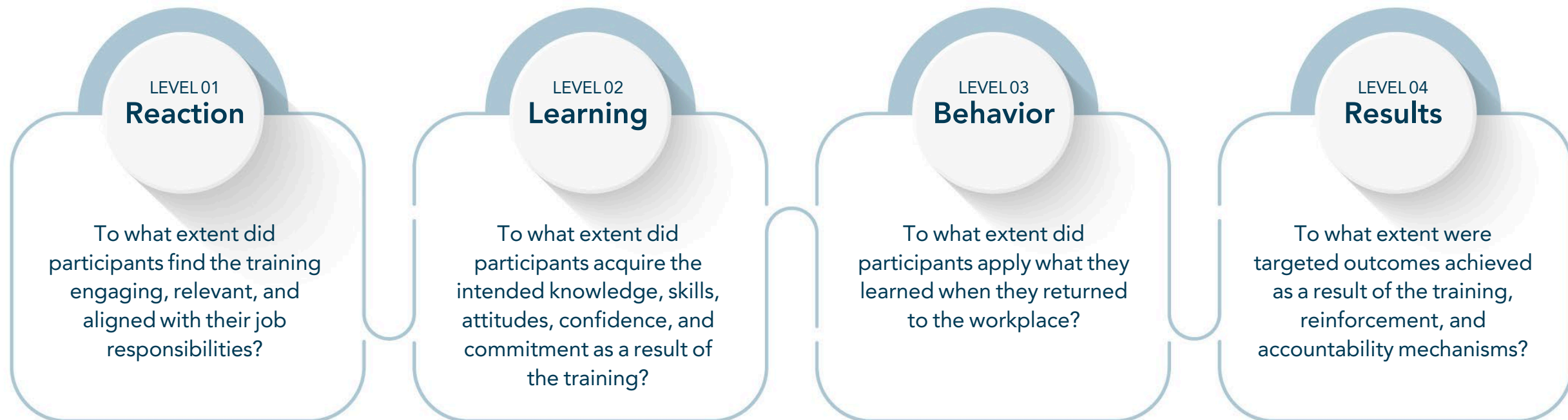
- All programs are designed to reflect this learning balance
- We embed experiential tasks directly into learning journeys
- Social components include live coaching, peer reviews, and discussions
- Formal modules are scaffolded with simulations and reflective work



Measuring Training Impact

Kirkpatrick Model

At Tharwah Academy, we apply the Kirkpatrick Model to comprehensively assess the effectiveness of our training programs. This globally recognized framework measures impact across four levels: participants' initial reactions, knowledge gained, behavior change in the workplace, and the ultimate results on organizational performance. By systematically evaluating each stage, we ensure that our learning solutions are not only engaging but also lead to meaningful outcomes and measurable return on investment.



Why Choose Tharwah High Institute for Training?

Extensive Track Record

We bring deep experience in delivering training, coaching, and leadership development across multiple sectors, helping clients achieve real transformation.

Globally Certified Experts

Our programs are led by a network of over 600 internationally certified coaches and facilitators with diverse industry backgrounds.

End-to-End Learning Solutions

From training needs analysis and program design to delivery, coaching, and digital enablement, we provide a seamless, integrated learning journey.

Aligned with Global Standards

Our offerings comply with international best practices and are recognized by top bodies like SHRM, ATD, PMI, and the ICF.

Smart Learning Platforms

We provide a dedicated digital ecosystem for coaching and learning, ensuring ease of access, real-time tracking, and engaging learner experiences.

Impact-Driven Approach

Every engagement is backed by clear KPIs and outcome tracking, ensuring measurable performance improvement and ROI



16,500+
People Trained



14+
Years of Experience



98%
Client Satisfaction



450
Clients Served



2,000+
Coaching Hours



98%
Client Satisfaction Rate



Our Offices



Riyadh (HQ)



Jeddah



Dammam



Dubai



Cairo

Let's Create Lasting Impact Together!

Whether your goal is to boost organizational performance, unlock cutting-edge digital capabilities, or embark on a transformative partnership, Tharwah Group is ready to support your journey.

[Schedule a Meeting](#)

