



Avior Forward is a performance-driven leadership development program designed to turn individual strengths into organizational impact. Built on each participant's individual Excellence Profile, the program creates personalized development pathways that strengthen self-awareness, leadership capability, and real-world performance.

Learning is immediately translated into concrete office interventions aligned with organizational values and the creation of a new management standard. This ensures that development is personalized, and directly connected to business priorities and execution.

A strong emphasis on structured planning, peer collaboration, and clear ownership enables teams to move from ideas to implementation.

Interventions are embedded into the organizational yearly planning to create visibility, momentum, and sustainable results across the business.

An Integrated Approach

The Atria L&D Talent Programs combine different learning and development methods into one effective and practical program.

The participants:

- Engage with relevant people skills for their career stage
- Learn key principles of team and leadership dynamics
- Apply what they learn both in simulations and their work environment

This hands-on and personalized approach helps participants actively shape their own learning journey, resulting in meaningful, long-term growth.



Building Blocks



Excellence Profile



Simulation Experience



Personal Leadership



Application in the Organization



Deep Dives



The Set-up

- 6 month program for 12 managers (whole organizational management team) from the Philippines
- 3 days in presence (over 3 months), 1 day digitally, and 1 facilitator that supported the program and coordination (over 6 months)
- Balance between self directed application and learning (apx. 50hrs) and group learning (apx. 25 hrs) over the course of 6 months
- Systems: Leaderfy Leadership simulation, Atria online learning platform, psychometric tooling, Miro, E-mail, Teams
- Unique empowerment: The supporting facilitator encouraged, supported, mentored, and gave critical feedback in the area of learning as well as application

And what about Program Flow?

- Kick-off: 2 days F2F, upper management present, workshops on organizational goals, values, deliverables to create a shared baseline, introduction to simulation, excellence profile introduction
- First self-driven learning block: 3 months, experiencing the leadership simulation and transfer of learning to own team, personal leadership module with psychometric assessment, creation of manager standard with competency framework, (including half a day digital workshop)
- Kick-in: 1 day F2F, simulation experience de-brief and receiving personal leadership style report, workshop on creating impactful office practices and activities
- Last Self-driven learning block: 3 months, studying and applying chosen deep dive module, implementing impactful office practices and activities

"My key takeaway from this experience is that being a manager is not only about giving instructions, but also about understanding the team and supporting their growth. It is important to practice patience and empathy to build their trust and create a work environment where they are motivated not only by financial reasons, but also by their passion and happiness in what they do. I have also realized that there is still much for me to learn, and I am committed to continuously improving myself to become a better manager, one who can inspire and uplift the team every day. Moving forward, I will apply these learnings in my day-to-day work by being approachable, open, and supportive in helping my team achieve both their personal and professional goals"

Marietta Lopez –
Fleet Manager

