TEAM 40

40 years of excellence
TEAM International is a leading Engineering and Management consultancy firm established in Beirut, Lebanon in 1975, devoting itself to excellence in providing professional services in four major areas: Engineering, Management, Training and Capacity Building, and Information Technology.

TEAM International provides value added services and expertise to private as well as government and public organizations, in various sectors including: Transport, Infrastructure, Utilities, Urban Planning and Development, Healthcare, Education, Oil and Energy, Economic and Social Development, e-Government, Technology, Capacity Building and Training Services.
Engineering Consulting
Management Consulting
Information Technology
Human Resource Development
Social and Educational Development
Our Experience

40 years of experience
Through successful projects in over 40 countries, TEAM International’s track record is a testimony to the recognition of the distinguished position the firm has achieved. Hundreds of assignments have been accomplished in various disciplines, including engineering, management, capacity building and technical assistance.

TEAM International draws upon years of direct, front-line experience in a wide range of organizations, in the public and private sector domains, to provide expertise and solutions geared at sustainable economic growth, continuous performance improvement and increased ability to adapt to change.

The firm has a comparative advantage in providing consulting services requiring multidisciplinary expertise and sophisticated analytical capabilities. We provide outputs that address requirements specific to each project, and produce high quality contextualized and sustainable results. TEAM has accumulated a wealth of experience in the major sectors of the economy with in-depth knowledge of the Arab World, Asia and Africa.
Over 1000 assignments completed
TEAM International fosters an environment where innovative professional practices thrive. We assemble the needed professional teams, with the required skills to deliver optimal solutions leveraged by extensive practical experience and up-to-date knowledge.

We have developed innovative methodologies that are customer centric, focused on performance and continual improvement.

Specially designed Training and Coaching Programs ensure acquisition and diffusion of new knowledge and skills throughout the organization, hence sustaining continuous improvement in the outputs of our service.
TEAM International serves private enterprises as well as governments and public sector organizations. Projects are carried out for national governments, public corporations, regional authorities, municipalities, and various utilities. Private sector clients represent the full spectrum of the economy.

We give advice to various government agencies and international development bodies on strategic planning and policymaking concerning key development issues in urban engineering, transportation systems, urban planning, regional development, information technology, management systems, economics, social and educational services, manpower planning and training, urban and municipal programs, and others.

TEAM International has provided services to hundreds of organizations in forty countries, and over three hundred thousand individuals benefited from our management development programs. We create value from our in-house capacity to organize multidisciplinary project teams covering the fields of engineering, management, economics and information technology.
TEAM International’s activities focus on the viability of each individual project and its long-term sustainability from the economic, environmental, managerial, and maintenance perspectives.

TEAM International provides engineering services at various levels: Master Planning, Feasibility Studies, Value Engineering, Conceptual or Preliminary Designs, Final Engineering Designs and Preparation of Tender Documents, Project Management and Construction Supervision, Project Commissioning, and Institutional Strengthening.

TEAM’s engineering staff is skilled on applying the latest technological advances to ensure that projects are designed and implemented to the highest professional standards. Environmental and social sustainability issues are always a major concern that underlines our planning and design considerations.
**Transportation Systems**

**TEAM International** provides quality services to achieve sustainable and integrated transport systems in a cost-effective manner, and perform comprehensive transportation planning studies for multi-model systems at the international, national, regional and metropolitan levels.

**Our consulting services cover**

- Multimodal Transport Studies
- Regional, National and Metropolitan Transport Plans
- Transport Policy Advisory and transport regulation
- Urban and Metropolitan Transport plans
- Public Transport Systems including BRT, LRT, Metro Studies
- Traffic Impact Assessment
- Economic Evaluation and Cost Recovery Studies
- Traffic Modeling, Planning and Management
- Vehicle and Pedestrian Studies
- Parking Studies and Design
- ITS and Urban Traffic Control Surveillance
- Safety Studies and Schemes
- Accident Prevention Systems
- Highways, Expressways, Railways and Bridges
- Seaports, Airports and multimodal transfer stations
- Logistics and Freight Transport

**Over 40 countries in Middle East,**
<table>
<thead>
<tr>
<th>Project</th>
<th>Client</th>
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<tr>
<td>Comprehensive Transportation Planning System</td>
<td>Ministry of Municipalities &amp; Rural Affairs - KSA</td>
<td>Establishing a comprehensive transportation planning system integrated with urban planning of cities throughout the kingdom and implementing it on three small, medium and large size cities.</td>
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<td>Development of Services of Public Transport Systems Within City of Taif</td>
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<td>Development of a transportation model based on transport, socio-economic, and land use surveys, that forms the basis for public transport planning capable of testing various public transport development scenarios.</td>
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North Africa, and Central Asia
Transportation Infrastructure
- Motorways, Roads and Streets
- Highway Structures and Bridges
- Utility Networks
- Parking Structures
- Environmental Studies and Impact Assessment

Urban Planning & Architecture
- Planning Strategies
- Land Use Studies/Controls
- Smart Cities Applications
- Urban Physical Planning/Structure Planning
- Zoning and Subdivision Plans
- Roads and Transport Facilities
- Urban Infrastructure and Utilities
- Urban Administration
- Urban Design and Landscape Architecture
- Architectural Design of Urban Engineering Components at various levels
- Planning, conceptual and preliminary design, cost analysis and budgeting, detailed execution plans and supervision:
  - Preliminary and Master Planning
  - Housing Schemes
  - Healthcare Facilities
  - Educational Facilities
  - Public Administration Buildings
  - Technical and Vocational Training centers
  - Hospitality, Touristic and Recreational Facilities
  - Cultural Centers
  - Youth Centers
  - Sports Facilities
  - Museums
  - Libraries
  - Other community facilities
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<td>Council for Development and Reconstruction - Lebanon</td>
<td>Technical assistance, construction supervision and QA for a 62 km length dual carriage way (Pan Arab Highway) aimed at enhancing the national economy through tourism and transport of commodities</td>
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<tr>
<td>Consulting Services for Bishkek-Naym-Torugart Road</td>
<td>Ministry of Transport and Communications - Kyrgyzstan</td>
<td>Design, and construction supervision and rehabilitation of a 365 km section of Bishkek-Naym-Torugart Road, preparation of tender documents, and bidding documents review</td>
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<td>Master Plan for Three District Centers</td>
<td>General Directorate of Urban Planning - Ministry of Municipalities &amp; Tourism - Kurdistan</td>
<td>Development of a 25-year master plan for 3 cities in Kurdistan including proposed land-use strategy, and transportation and infrastructure framework for sustainable urban development.</td>
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Water, Wastewater and Environment
- Water Resources, Dams and Flood Control
- Water Supply and Distribution
- Storm Water Drainage
- Wastewater Collection, Treatment and Disposal.
- Environmental Impact Assessment.
- Institutional, Management and Training Support to Utilities, PPP.

Power Infrastructure
- Electrical Power Generation Siting
- Electrical Power Transmission and Distribution.
- Technical Training Centers and Equipment.
- Restructuring, and Management Systems
- Capacity Building and Training
- PPP

Project Management
- Market Studies and Need Assessment
- Economic and Technical Feasibility
- Project Development
- Project Management
- Contract Negotiation and Management
- Project Commissioning
- Cost Estimating, Cost Control and Scheduling
- Procurement, Expediting and Logistics
- Quality Management
- Risk Management
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<td>Design Evaluation, Environmental Impact Assessment and Feasibility Study</td>
<td>Ministry of Water Resources - Center of Studies &amp; Engineering Designs - Iraq</td>
<td>Design evaluation of 3686m long and 92m tall concrete Badush Dam, EIA and feasibility study of hydro-power generation</td>
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<td>Supervision of Beirut Governmental University Hospital</td>
<td>Council for Development and Reconstruction - Lebanon</td>
<td>Construction supervision, commissioning and contract administration of the 539-bed university hospital and nursing school and staff housing</td>
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TEAM International is committed to supporting organizations to improve performance, increase productivity and become the nuclei where skills, knowledge, and capital are accumulated, and diffused throughout the community, achieving real economic growth and sustainable development.

TEAM International believes that leadership, human capital, and systems, aligned with strategy, are key enablers for organizations to survive and grow in an environment of intensified challenges.

TEAM International applies a comprehensive management development methodology that is results-oriented, customer centered and geared at continuous improvement to enable organizations to develop, adapt and implement change.
Strategic Studies

Systems & Procedures

Public Sector & Urban Management

Institutional Capacity Building

Feasibility & Investment

Quality Systems

Education
Strategic Studies
- Strategic Planning
- Organizational Strategy
- Human Capital Development Strategy
- Change Management
- Marketing Strategy
- Finance and Investment Strategy
- Strategy Implementation, Monitoring and Evaluation
- PPP Strategy

Systems & Procedures
- Corporate Planning
- Performance Management and Measurement
- Business Process Re-Engineering
- Project Management Systems
- Procurement Management
- E-Government
- Safety/Industrial Security/Environmental Protection

Public Sector & Urban Management
- Smart Cities Planning
- Urban Services Planning
- Utility Management Systems
- Healthcare and Hospital Systems
- Resource Management Systems
- Real Estate Studies
- Urban Management Systems and Support
- Urban Observations

Institutional Capacity Building
- Development Planning
- Business Strategy Formulation
- Capacity Building and Training
- Organizational Development
- Job Description and Evaluation
- Leadership Development
- Productivity Improvement
Quality Systems
- Diagnosis and Evaluation / Quality Audit
- Assessment and System Design
- QMS Training
- Process Mapping and Simplification

Education
- Strategies and Policies
- Curriculum Evaluation and Design
- Assessment and Capacity Building
- Leadership Development

Feasibility & Investment
- Investment Feasibility Studies
- Market Studies and Surveys
- Socio-Economic Surveys
- Restructuring and PPP
- Customer Perception Surveys
- Asset Management

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<td>Management Development Plan</td>
<td>Ministry of Municipality Affairs and Urban Planning Kingdom of Bahrain</td>
<td>Strategy development, organization restructuring, and process re-engineering to improve efficiency and effectiveness of service provision</td>
</tr>
<tr>
<td>Strategic Planning for the Government of Lebanon Technical Assistance</td>
<td>Office of the Minister of State for Administrative Reform - Lebanon</td>
<td>Develop standardized mechanism and guidelines for strategic planning to improve national development and service delivery</td>
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<td>Business Process Reengineering</td>
<td>Ministry of Municipalities &amp; Rural Affairs - KSA</td>
<td>Reengineering of municipal services to provide unified service processes for all municipalities and improve efficiency and effectiveness of service</td>
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TEAM International provides organizations with expert advice and services to develop human resources strategies and practices that help alleviate shortages, enhance staff effectiveness, and foster a productive work environment in which staff can learn and apply new ideas and competencies in terms of skills, behaviors, and attitudes.

Our HR Services cover:

- Human Resources Strategy Alignment and Execution
- Human Resources Management and Planning
- Talent Management and Organization
- Job Structure and Analysis
- Career Planning and Succession Planning
- Employee Performance Assessment and Development
- Leadership Development
- Compensation and Benefits
- Training Needs Assessment and Planning

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<tr>
<td><strong>Strategic Planning and Human Resources Management Development</strong></td>
<td>Strategic review and HR management development including policies &amp; procedures, manpower planning, and staff performance management and competency framework</td>
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<tr>
<td><strong>School Principal Leadership Development Program</strong></td>
<td>Education Development Program to reform of the education system and reinforce quality of education in public schools</td>
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<tr>
<td><strong>Business Infrastructure &amp; Private Sector Service Project</strong></td>
<td>Analysis of governmental, regulatory, technology infrastructure, and market readiness to support the conduct of electronic commerce in Lebanon</td>
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At TEAM International, we help organizations improve their business results by transforming their information technology infrastructure and aligning it with their business strategy and goals, harnessing the power of new and innovative technologies. We combine our knowledge and experience in IT with our strength in strategy, organization, and business process expertise to increase their effectiveness and efficiency.

Our IT Services cover
- IT Strategy Planning & Development
- Enterprise & Business Architecture
- Business Process Analysis and Optimization
- E-Government Services
- IT Infrastructure Planning & Optimization
- Information / Data Management Systems & Security
- Geospatial Information Systems
- E-Government Strategy & Effective Delivery of services
- IT Organization Structures & Governance
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<td>1995-2002</td>
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<td>Ongoing</td>
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<tr>
<td>Supervision on Implementation and Operation</td>
<td>Council for Development and Reconstruction [CDR]</td>
<td>Lebanon</td>
<td>Supervision and technical assistance of road works, park meters implementation and Traffic Management Center operation.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Urban Transport and Supervision Project</td>
<td>Council for Development and Reconstruction [CDR]</td>
<td>Lebanon</td>
<td>Supervision of construction and operation, and technical assistance of traffic management supervision program including modern adaptive signal control and video surveillance, construction of Traffic Management Organization building, intersection re-channelization, and spot improvement.</td>
<td>Ongoing</td>
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<td>Development of Services of Public Transport Systems Within City of Taif</td>
<td>Ministry of Transport</td>
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<td>Development of a transportation model based on transport, socio-economic, and land use surveys, that forms the basis for public transport planning capable of testing various public transport development scenarios.</td>
<td>2009-2010</td>
</tr>
<tr>
<td>Competition in Intercity Bus Transport</td>
<td>Ministry of Transport</td>
<td>KSA</td>
<td>Formulation of procedures for contracting and supervising intercity bus transport services through competitive bidding with qualified private sector service providers.</td>
<td>2008-2009</td>
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<td>Management Development Plan</td>
<td>Ministry of Municipality Affairs and Urban Planning</td>
<td>Kingdom of Bahrain</td>
<td>Strategy development, organization restructuring, and process re-engineering to improve efficiency and effectiveness of service provision</td>
<td>2010-2012</td>
</tr>
<tr>
<td>Aden Administrative Modernization and Capacity Building</td>
<td>Port Cities Development Program</td>
<td>Yemen</td>
<td>Building capacity of Aden’s public sector to provide enhancement delivery of government services to citizens</td>
<td>2007-2009</td>
</tr>
<tr>
<td>Strategic Planning for the Government of Lebanon Technical Assistance</td>
<td>Office of the Minister of State for Administrative Reform</td>
<td>Lebanon</td>
<td>Develop standardized mechanism and guidelines for strategic planning to improve national development and service delivery</td>
<td>2012-2013</td>
</tr>
<tr>
<td>Municipal Investment Strategy</td>
<td>Ministry of Municipalities &amp; Rural Affairs</td>
<td>KSA</td>
<td>Investment strategy for innovative investment programs to achieve sustainable revenues supporting delivery of high quality public services</td>
<td>Ongoing</td>
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<td>Business Process Reengineering</td>
<td>Ministry of Municipalities &amp; Rural Affairs</td>
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<td>Reengineering of municipal services to provide unified service processes for all municipalities and improve efficiency and effectiveness of service</td>
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<td>Education Development Program to reform of the education system and reinforce quality of education in public schools</td>
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<td>Strategic Planning and Human Resources Management Development</td>
<td>Municipality of Jeddah</td>
<td>KSA</td>
<td>2007-2008</td>
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<td>Strategic review and HR management development including policies &amp; procedures, manpower planning, and staff performance management and competency framework</td>
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<tr>
<td>Organizational Development and Information Systems Strategic Plan</td>
<td>Port of Beirut</td>
<td>Lebanon</td>
<td>1999-2007</td>
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<tr>
<td>Organization, business architecture and MIS strategic development planning</td>
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<tr>
<td>Business Infrastructure &amp; Private Sector Service Project</td>
<td>Ministry of Economy and Trade</td>
<td>Lebanon</td>
<td>2004-2005</td>
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<tr>
<td>Analysis of governmental, regulatory, technology infrastructure, and market readiness to support the conduct of electronic commerce in Lebanon</td>
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<td>Information Technology Master Plan</td>
<td>Ministry of Municipality Affairs and Urban Planning</td>
<td>Kingdom of Bahrain</td>
<td>2012</td>
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<tr>
<td>Development of a 5-year master plan for the Ministry’s Information Systems Directorate including IT strategy, business architecture, organization structure and systems &amp; procedures.</td>
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TEAM International is headquartered in Lebanon, supported by branch offices and a global network of domain experts.

Headquarters – Beirut, Lebanon
Mrouweh Center, Mme. Curies Street, Ras Beirut
P.O.Box 145303, Mazaraa, Beirut 11052030, Lebanon
T | +961 1 353458
F | +961 1 353459
E | TeamLB@team-international.com
W | www.team-international.com

Jeddah, KSA
Villa 202, Zabin Compound, Hael Street, Albaghdadia Al-Gharbia
P.O.Box 11767, Jeddah, 21463
T | +966 12 6045544
F | +966 12 6045566
E | TeamSA@team-international.com
W | www.team-international.com

Erbil, Kurdistan/Iraq
57, Italian Village
Erbil – Kurdistan Region, Iraq
T | +964 750 349 1974
E | TeamKR@team-international.com
W | www.team-international.com