



A deep dive into **GORIZ**, is rooted in the notion of personal professional development. A 6-month part-time learning journey to leverage your Armenian identity into a uniquely distinctive leadership style to make an impact on the global Armenian nation.

**GORIZ**

Leadership Development Programme

Experiential workshops | Word class curriculum | Distinctive speakers  
Average age 30 | 3 Modules : Brussels, Barcelona, Yerevan | 50% Women, 50% Men  
Global Alumni Community | Informal Drinks & Dinners | 6-Month programme

## FOREWORD

Recent developments in Armenia have shown that history is in the making and that Armenians can be a model on the global stage, bold and decisive in shaping their future. This moment provides us all with a unique opportunity to build on. The global Armenian nation needs a new generation of leaders who have the skills to help their contemporaries face new challenges together and who are anchored to their Armenian Identity. More than ever, each one of us can make a meaningful contribution to the Global Armenian Nation.

The programme is designed for a cohort composed of 15 men and 15 women. These participants will set off on a 6-month Leadership Development Journey. The journey will consist of lectures, experiential workshops and fun activities for social bonding. The cohort will also be exposed to world-class leaders who are engaged with their Armenian Identity.

*Nicolas Tavitian – Director of AGBU Europe*

## CANDIDATE PROFILE

We assess young professionals for the cohort of 2020 on basis of:

- Intelligence
- Tolerance for change
- Desire to lead
- Communication skills
- Armenian by choice
- Age (23-38)

We do this by doing a CV scan, and 2 interviews of 20 minutes each. The purpose of this selection process is to manage expectations both for the candidates as for the faculty.



## WHY GORIZ?

Global Armenians are a community spanning the world, a distributed nation who share a common Armenian heritage and a dedication to the future of Armenia.

Today, Armenians have the opportunity to make the most of their global presence to promote culture, education, prosperity, security and more in the nation.

Leadership is key to this transformation. AGBU's Goriz programme aims to provide a "leadership engine" to the young generation that will expand the prospects of its participants and boost our global nation.

Goriz is a Leadership Development Programme to equip the next generation of Armenian Leaders who are engaged and enriched by their unique identity.

GORIZ is based on the best practices of world-class leadership trainings. It is hosted by a professional faculty of distinguished leaders. This leadership programme is especially designed for high potential young professionals with the positioning of the Armenian Identity dimension at its heart.





## WHAT WILL I LEARN?

Our heritage is composed of the combination of our personal stories, which form individual pallets of identities. Their layered Armenian identities are the connecting point between all participants.

This leadership development programme will enable you to unleash the full potential of your unique pallet of identities and to form a distinctive leadership style. The programme helps participants reflect on questions such as:

- How is my signature strength shaped?
- How does my personal and family history influence my sense of purpose?
- What drives my sense of duty and how do I take ownership?
- How can I benefit from networking and contributing a global community of professional Armenians?

“thanks to Goriz, I became exposed to people from different countries, evolving in different cultures, but still facing the same issues. This allowed me to view these from a different perspective”



**Goriz Alumni Tatevik Revazian**  
Head of the Civil Aviation Committee of Armenia



Meaning

Engaging

Managing Energy

Positive Framing

Connecting

**GORIZ**

# HOW WILL I LEARN?

The programme creates a trusted and safe environment where participants achieve effective learning through:

- **Experiential Workshops:** The purpose of the workshops are to develop positive mindset and resilience. The Goriz programme invites participants to a safe and trusted environment. Experiential means you participate in simulations rather than sit in a room watching a slide show and listening to a lecture.
- **Key note Speakers:** The leadership programme is facilitated by a world class faculty of distinguished leaders which feel engaged and empowered by their identity. Examples of people who have been engaged with leadership development within AGBU are:

"I've noticed that I incorporate some of the learnings naturally in my daily life now -- even outside of the context of leadership or work, particularly the sections on energizing. During these exercises, it was a time to be honest with ourselves, so the stories I have committed in writing there give me a true reflection of some things I'm working through right now."

**Goriz Alumni Mariam Hambarchyan**  
Behavioral Scientist - Stanford Graduate



## **Armen Sarkissian**

- President of Armenia

## **Emma Arakelyan**

- Leadership Author

## **Martin Galstyan**

- Vice-president Central bank of Armenia

## **Samvel Gevorgyan**

- Leadership Author

## **Fabrice Asvazadourian**

- Lead Accenture strategy

## **Pierre Gurdjian**

- Ex country director McKinsey

## **Armen Ovanessoff**


- Thought leader at Accenture

## **Yervant Zorian**

- Co-Founder Synopsis Armenia



# EXAMPLE MODULE

Arrival Friday Night	Saturday	Sunday
	<p><b>8.30 – 9.00</b> Registration &amp; Coffee</p> <p><b>9.00- 9.30</b> Intention Setting</p> <p><b>9.30-12.30</b> Experiential Workshop: Engaging Leadership</p> <p><b>12.30- 13.30</b> Lunch</p> <p><b>13.30-14.15</b> Lecture: Connecting as a leadership form</p> <p><b>14.15-16.15</b> Experiential Workshop: Connecting as a leadership form</p> <p><b>16.15-16.30</b> Wrap up of the day</p> <p><b>19.00-23.30</b> Dinner and drinks</p>	<p><b>8.30 – 9.00</b> Registration &amp; Coffee</p> <p><b>9.00- 9.30</b> Intention Setting</p> <p><b>9.30-12.30</b> Experiential Workshop: Positive framing</p> <p><b>12.30- 13.30</b> Lunch</p> <p><b>13.30-14.15</b> Lecture: Meaningful leadership</p> <p><b>14.15-16.15</b> Experiential Workshop: Meaningful leadership</p> <p><b>16.15-16.30</b> Wrap up of the module</p>

“Goriz was a wonderful way to learn about the current leadership models and how to apply them concretely, but it was also an opportunity to reflect in a collective manner on each of our professional goals and to learn to identify our strengths.”

**Goriz Alumni Tatul Ajamyan**  
Founder Wakie



# PROGRAMME TAKEWAYS

Through pre-work and 3 modules, each composed of 2-3 days, participants will experience immersive reflection, dialogues with peers, and learning in action. During this 6-month period, participants will learn to discern the signs of complexity and address the toughest leadership challenges through empowerment.

- Learn to navigate with a direction, not a destination.
- Listen from a position of not knowing the answer and radically reframe the questions you ask.
- Think system, create trust-based networks, and look for patterns.
- Embrace experimentation and venturing beyond the comfort zone of your habits.
- Build courage, and act consistently with resilience.
- Be inspired by leaders who feel empowered by their roots.
- Find happiness in your work by aligning it to your purpose in life.

- Voice opinions and show courage to create disruptive impact.
- Show adaptability and feel comfortable to address uncertainty.
- Gain sponsorship amongst a global network to gain benefits from inclusiveness.
- Fill the room with your presence.
- Act with resilience, endurance and determination.
- Tolerate change and embrace it as an opportunity for improvement.
- Navigate uncertainty with confidence.
- Connect to your passion and purpose.
- Draw inspiration from unexpected places.
- Become a storyteller who compels others to take action.

And a lot of fun during drinks and dinners with ambitious people from all over the world



## PROGRAMME DATES & TUITION

The programme fee covers tuition, coaching, programme materials, online alumni network, off-site excursions, breakfasts, lunches, dinners and accommodations in Brussels, Barcelona and Yerevan.

Please note that travel to and from the programme is a separate expense arranged by each participant.

### **Tuition**

€ 3,350.-

### **Tuition**

**after AGBU Europe Scholarship**

€ 750-

### **Cohort of 2020 [UPDATED]**

<b>Module 1 Brussels</b>	<b>3 – 4</b>	<b>October 2020</b>
<b>Module 2 Barcelona</b>	<b>5 – 6</b>	<b>December 2020</b>
<b>Module 3 Brussels</b>	<b>13 – 14</b>	<b>February 2021</b>



# APPLICATION PROCESS



Step 1 – Register online and apply for the AGBU Europe scholarship for Goriz

Register on the  
Waiting list



Step 2 – 2 Interviews will be scheduled with you, before you receive a confirmation to join the first module in April



Step 3 – Transfer the first instalment of € 250,- before April 30st

If you have questions please feel free to reach out to:

[goriz@agbueurope.eu](mailto:goriz@agbueurope.eu)

