DeANTS
"Your Outsourced Learning and Development Department"

WELCOME TO DeANTS

Your Outsourced Learning and Development Department



www.deants.org

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Our Story

Company Overview

Founded in 2020, DeANTS is a dynamic consulting company providing tailored business solutions that strengthen people, leadership, service excellence, and organisational performance.

We support organisations across diverse industries, including hospitality, retail, and banking, through customised advisory services, capability-building solutions, business toolkits, assessments, and strategic people-development initiatives.

Our purpose is to help businesses unlock talent, strengthen leadership effectiveness, improve team performance, and achieve sustainable organisational success. With a strong focus on innovation, practical implementation, and continuous improvement, DeANTS partners with organisations to create high-performing teams, capable leaders, and meaningful business impact.

"At DeANTS, we transform teams, shaping the leaders of tomorrow and driving sustainable success for today."





OUR VISION and Mission

Vision Statement

Your first choice outsourced Learning & Development partners that provide you with the highest quality tailor-made solutions or support while being financially sustainable.

Mission Statement

At DeANTS, our mission is to transform organisations through exceptional Learning and Development solutions.

We partner with businesses across diverse industries to cultivate talent, enhance leadership capabilities, and foster a culture of continuous learning.

With a commitment to innovation and personalized service, we empower our clients to achieve sustainable growth and excellence in the ever-evolving global marketplace.



Comprehensive Offerings

DeANTS
"Your Outsourced Learning and Development Department"

Our SERVICES

Behavioural & Leadership Solutions.

Tailored solutions that strengthen communication, leadership, emotional intelligence, and collaboration.

EQ-Based , DISC Assessments & Strengthscope

DeANTS offers corporate assessments like DISC, EQ and Strengthscope to enhance self-awareness, improve team dynamics, and drive leadership effectiveness.

Teambuilding

DeANTS customises designs engaging team-building experiences that strengthen collaboration, build trust, and foster a positive, high-performance culture.

Learning & Development Outsource

DeANTS provides outsourced Learning and Development solutions, offering tailored training programs that align with your business goals and drive lasting organizational growth.

Coaching Camp

DeANTS delivers targeted coaching camps in F&B, housekeeping, and corporate sectors, driving performance and leadership excellence at every level.

Our Clients


DeANTS
"Your Outsourced Learning and Development Department"
DUBAI
Economy and Tourism
Ecole Hôtelière Helvétique
Swiss Hospitality School - Vocational Education
AS Health أي أس للصحة
مستشفى فقيه الجامعي
Fakeeh University Hospital
GILEAD
Creating Possible
Jardiance
(empagliflozin) tablets
10 mg/25 mg
Boehringer Ingelheim
Palazzo Versace
DUBAI
LUXURY LEADS
GATEWAY TO ARABIA
KAPLAN
DIEZ
Dubai Integrated Economic Zones
دبي للمناطق الاقتصادية المتكاملة
الشارقة
Sharjah
visit MONACO
ROBINSON
biz GROUP
Intercat Hospitality
since 1992
حديد الإمارات
emirates steel
a SENAAT company إحدى شركات صناعات
صندوق الاستثمارات العامة
1971 Public Investment Fund
SOBHA
REALTY
خدمة
KHIDMAH
يس
PROVIS
EIF
معهد الإمارات المالي
Emirates Institute of Finance
ميرال
MIRAL
Experiences
Ferrari WORLD
Abu Dhabi
WARNER BROS. WORLD
ABU DHABI
SeaWorld
ABU DHABI
LEGOLAND
DUBAI RESORT
Dubai Harbour
ALDAR
Basatin
landscaping LLC
بساتين للتنسيق الحدائق ذ.م.م
SPARK SECURITY SERVICES
سبارك للخدمات الأمنية
Marubeni
FIVE GUYS
THE H DUBAI
Grant Thornton
Yas Plaza Hotels
by ALDAR HOSPITALITY
CROWNE PLAZA
ABU DHABI - YAS ISLAND
Radisson BLU
HOTEL
ABU DHABI YAS ISLAND
Yas Island
Rotana
Abu Dhabi
CENTRO
Yas Island - Abu Dhabi
park inn
by Radisson
ABU DHABI YAS ISLAND
STAYBRIDGE
SUITES
ABU DHABI - YAS ISLAND
HYATT
REGENCY
HYATT
REGENCY
ORYX DOHA
حياة ريجنسي أوريكس دوحة
dct
كلية دبي للسياحة
Dubai College of Tourism
SNB
SHIFT
CAR RENTAL
AWR
الرستماني
RSTAMANI
معارف
maarif
mysk
by SHAZA
Residence INN
BY MARRIOTT
بنك الإمارات دبي الوطني
Emirates NBD
metabo
PROFESSIONAL POWER TOOL SOLUTIONS
Grandiose
Supermarket
RENAULT
INFINITI
NISSAN
Radisson BLU
RESORT, FUJAIRAH
GHANA SHIPPERS' AUTHORITY
MANIPAL
ACADEMY of HIGHER EDUCATION
DUBAI CAMPUS
(Institution of Eminence Deemed to be University)
BMA
INTERNATIONAL
SHOEMART
FUTURELOG
JANNAH
HOTELS & RESORTS
Holiday Inn
Express
IntercityHotel
Muscat
KURAMATHI
MALDIVES
FOREVER ROSE
CAFE
ONE
HOSPITALITY
MERCURE
HOTELS
Premier Inn
Koko Bay.
KAIMANA
BEACH
TAP HOUSE
ICAEW
CHARTERED
ACCOUNTANTS
Abu Dhabi National Hotels
أبو ظبي الوطنية للفنادق
MILLENNIUM
HOTELS AND RESORTS
TIME
HOTELS
Cultivating Knowledge

OUR TEAM

Dedicated Professionals

"Our trainers at DeANTS are industry experts with a wealth of experience, dedicated to delivering engaging, impactful learning experiences. With a focus on practical knowledge and real-world application, they inspire growth and transformation across all organizational levels."

Key Team Members



Tripat Mehrotra
Founder & CEO

Tripat is a Learning & Development (L&D) enthusiast, passionate trainer, Coach, Strengthscope certified practitioner and EQ Fellow - credited with over 22 years of experience in the L&D domain. Hotelier Middle East Awards 2019 named him one of the Top 10 HR and Training People of the Year. His impressive portfolio includes work in hospitality, pharmaceutical, banking, finance, entertainment, education, shipping, retail, and service industries.



Evan Glassett
Talent Development Leader

Evan Glassett is an American seasoned leadership and management development professional, passionate about helping individuals and teams grow. With over 25 years of experience in the field of Talent Development, Evan specializes in enabling others to learn and, more importantly, apply their learning effectively—a cornerstone of successful development initiative



Mawada Al Wazir,Certified Coach

Mawada Al Wazir is a highly experienced Saudi Life Coach, Trainer, and Mentor with 13 years of expertise in coaching leadership and customer service. Certified as a Professional Certified Coach (PCC) by the International Coaching Federation (ICF), Mawada has over 700 hours of coaching experience. She is also a CTI Coach, Brain-Based Coach, Master NLP Practitioner, Emotional Intelligence Assessor, and a certified Positive Intelligence Mental Fitness Trainer.

Sr. Learning Experience Consultant



Tripat Mehrotra

MA, ASSOC CIPD, ICF COACH, EQ FELLOW
STRENGTHSCOPE ASSESSOR & PRACTITIONER

Tripat is a Learning & Development (L&D) enthusiast, passionate trainer, Coach, Strengthscope certified practitioner and EQ Fellow - credited with over 24 years of experience in the L&D domain. Hotelier Middle East Awards 2019 named him one of the Top 10 HR and Training People of the Year. His impressive portfolio includes work in hospitality, pharmaceutical, banking, finance, entertainment, education, shipping, retail, and service industries.

Tripat has established and maintained the L&D functions for Burj-Al-Arab (trained more than 100 + Butlers), Wild Wadi (launched FiSH Philosophy programmes), Rotana hotels (led 62 hotels in MENA Region), Millennium Hotels (led 42 hotels in MENA Region), and Kerzner International (led two Atlantis hotels worldwide and nine One&Only properties). He is the architect of the Millennium Nationalisation programme (GDP), TooMooH, which has developed over 180 GCC nationals between 2017 - 2020. In addition to designing soft skills training libraries for these impressive hospitality chains, Tripat has trained and developed VPs, GMs, department heads, and line-level colleagues for the above-mentioned brands.

Tripat spearheads the hosting of dynamic training programs during Monaco's annual tourism events, featuring interactive activities specifically designed for travel agents and hotel sales executives. These prestigious events see participation from Monaco's top-tier hotels, including Hotel Hermitage Monte-Carlo, Hotel De Paris, and Hotel Metropole. The primary agenda of this programme is to elevate and promote luxury tourism, leveraging Monaco's world-renowned luxury hospitality and exclusive travel experiences.

His work extends to the entertainment and theme park sector, where he has designed and facilitated soft skills and guest experience training for iconic attractions like Ferrari World, Warner Bros. World, and SeaWorld Abu Dhabi.

Beyond hospitality, Tripat has delivered leadership and team-building programmes for top organisations across sectors, including ENBD, SNB, PIF (Saudi), DEIZ, Emirates Steel, Dubai Tourism, AW Rostamani (Nissan & Renault), Al-Gurg, Grandiose, BMA, Fakeeh University, GILEAD, Jardiance, Dubai Harbours, Legoland, Kaplan, Maarif Schools (KSA), Sharjah Commerce & Tourism, Singhania Institute (India), PRO Training, Manipal, and Marubeni Corporation, a global energy and trading leader. He also annually supports the PIF (Saudi) GDP programme and the Emirates Institute of Finance (EIF), UAE, shaping future leaders through experiential learning and behavioural skill-building.

Tripat specialises in designing and delivering future-focused soft skills programmes, covering areas such as Emotional Intelligence, Leadership Development, Coaching and Mentoring, Blue Ocean Thinking, Innovation, Communication, Customer Service, Problem Solving, and Behaviour-Based Interviewing. He also leads engaging team-building and experiential learning activities tailored for diverse industries and audiences.

Qualifications: MA in HRM (CIPD - London), Strengthscope practitioner - London (Certified Assessor Strengthscope, Strengthscope 360 & Strengthscope Engage Reports), Brain-Based Certified Coach(ICF), EQ Trainer and EQ Fellow (Certified Assessor Brain Talent Profile, Brain Development Profile, and SEI Reports), Register Assessor and Master Trainer – Group Training and On-Job Training Techniques (Rossie Hobbes Consultancy - Scotland).

Sr. Learning Experience Consultant



Evan Glassett

TALENT DEVELOPMENT LEADER

Evan Glassett is an American seasoned leadership and management development professional, passionate about helping individuals and teams grow. With over 25 years of experience in the field of Talent Development, Evan specializes in enabling others to learn and, more importantly, apply their learning effectively—a cornerstone of successful development initiatives.

A graduate of the University of Utah with a Bachelor of Science in Speech Communication and a minor in Spanish, Evan has further honed his expertise through post-graduate studies in Organization Development at Fielding Graduate University, California, in 2008.

Since January 2010, Evan has been immersed in the GCC region, working in Saudi Arabia, Kuwait, and Bahrain, while also traveling extensively across Oman, UAE, Qatar, and Jordan. He has collaborated with diverse management levels, from the C-suite to high-potential employees, contributing to their professional growth and organizational success.

Evan's career in Training and Development began in 1995, spanning the US, Canada, South America, and the GCC. His expertise lies in embedding knowledge post-training, employing a proven three-step process of learning, applying, and coaching for improvement. This approach ensures that individuals and teams translate learning into actionable results.

Evan has successfully led leadership workshops on Emotional Intelligence, Situational Leadership, Coaching for Performance, Change Management, and Strategic Thinking. His workshops are known for their interactive approach, blending theory with practical tools that drive measurable results. A lifelong learner, Evan believes in staying updated with the latest trends in leadership and talent development to keep his programs relevant and impactful.

As a certified professional coach, Evan has seamlessly integrated coaching into corporate environments and has successfully managed his own coaching practice in the United States. His ability to work with groups and one-to-one sessions demonstrates his dedication to enhancing personal and professional effectiveness.

Evan’s strengths include designing and delivering impactful leadership and management development programs, with a focus on practical application and sustainable growth. His commitment to fostering learning cultures within organizations has earned him recognition as a trusted advisor and facilitator of meaningful change.

Hospitality Consultant



April Rose Suico

ASSOCIATE CONSULTANT | REGISTERED ASSESSOR - HANDS-ON TRAINER

April, an accomplished Master Trainer and coach for the Hands-On Trainer Programme, brings over 15 years of experience in the hospitality industry, with a strong focus on Food & Beverage across the UAE. As Training In-Charge at Rotana Hotels, she led key initiatives in customer service excellence, including hosting programmes like “I’m Rotana – Customer Service”, coaching teams to deliver consistent, memorable guest experiences. She also designed and facilitated specialized modules on service etiquette, handling guest complaints, upselling, and accessible service for guests with disabilities, ensuring staff were fully equipped to exceed expectations.

In May and June 2025, April successfully conducted the Waves of Excellence programme at Miral’s Experience Parks, delivering highly engaging, hands-on sessions that went beyond traditional PPT-based training. By incorporating interactive activities, practical demonstrations, and real-world scenarios, she maintained strong participant engagement throughout, ensuring learning was immediately applicable and well-retained. The sessions received highly positive feedback, reflecting her ability to create a dynamic and impactful learning experience.

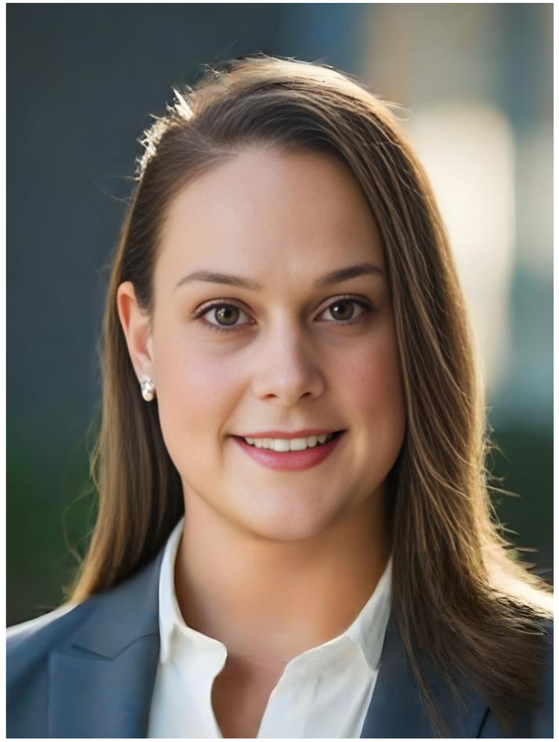
With extensive experience in training hotel staff on handling disabilities and special needs, April has consistently promoted inclusive and accessible service environments. She has guided hundreds of employees to confidently deliver exceptional service to all guests, including those with specific accessibility requirements. As a dynamic hospitality consultant, April focuses on coaching new departmental trainers to excel in their roles. She provides structured guidance on creating engaging, practical training frameworks while also ensuring trainers master SOP development and delivery. Her qualifications as a CPD Hands-On Trainer and Master Trainer underpin her ability to lead interactive, impactful sessions that equip trainers with the skills and confidence needed to maintain high standards within their teams.

Her core training strengths include:

a) Customer service programmes,
b) Service attitude programmes,
c) Handling disabled customers a hotel setting
d) On-the-job training coaching camps,
e) F&B service training.
f) Hands-On Train The Trainer Programme

April is a cornerstone in her field, consistently pushing the boundaries of hospitality training and customer service excellence.

Sr. Learning Experience Consultant



Chantal Kramer

LEADERSHIP EQ COACH

Chantal is a seasoned HR and L&D professional with a background at IHG, JA Resorts, and Jumeirah Group. A leadership coach, trainer, and business consultant specialising in Emotional Intelligence (EQ) and leadership development, she brings 20+ years in hospitality to blend operational savvy with human behaviour science and drive people-centred transformation.

She partners with executives and teams through career transitions, organisational change, and performance turnarounds using an action-oriented, results-driven, and deeply personalised approach rooted in EQ—turning purpose into measurable behaviour shifts that uplift service, culture, and commercial outcomes.

A certified EQ consultant, coach, and assessor, she leverages EQ and Team Development Assessments and Brain Profiles to build high-performing teams, strengthen recruitment and leadership pipelines, and embed values-aligned cultures. Her leadership journeys integrate EQ, Situational Leadership II, and the 5 Levels of Leadership to turn managers into credible, values-led leaders; she runs high-impact Leadership Labs with simulations, role plays, and live business cases to sharpen judgement, presence, and decision-making; and she builds coaching cultures by equipping managers with practical toolkits for feedback, delegation, and performance coaching that stick on the job.

Chantal also leads change-readiness programmes that strengthen resilience, influence without authority, and cross-functional collaboration, then measures what matters—linking leadership behaviours to KPIs such as engagement, retention, service scores, and operational efficiency for visible ROI.

Her expertise spans executive leadership development, talent management, corporate training, and organisational transformation, with signature programmes that align people strategies to business results and infuse EQ into everyday management and guest interactions.

Committed to inclusivity and diversity—including People of Determination—she designs equitable learning that enables every colleague to grow, contribute, and lead, across topics from Core Hospitality Skills and Customer Service to Change Management, HR Analytics, Recruitment and Selection, Conflict Resolution, Critical Thinking, Problem Solving, Time Management, Presentation Skills, Engagement and Motivation, Business Goals and KPIs, and tailor-made programmes shaped to each brand's promise.

Leadership Facilitator



Reema Darras

KEYNOTE SPEAKER | EMOTIONAL INTELLIGENCE COACH | TEAM CULTURE CONSULTANT | TEDX SPEAKER

Reema Darras is a leadership development expert with over a decade of corporate experience, specialising in emotional intelligence, psychological safety, and high-impact team facilitation. Her work empowers leaders to cultivate cultures where people and performance thrive in unison.

At the heart of Reema's practice is the belief that exceptional customer service begins with emotionally intelligent leadership. She equips leaders—especially in service-centric industries—with the tools to listen deeply, respond empathetically, and create human moments that foster loyalty and trust. Whether guiding C-level executives or first-time managers, Reema trains leaders to view every guest interaction not as a transaction, but as an opportunity for connection and impact.

She has partnered with global organisations such as Cisco, where she supported leadership programmes across the Cloud and AI Infrastructure division, and DP World, where she helped build emotionally resilient teams in high-pressure environments. These collaborations have strengthened her reputation for blending strategy with soul—designing learning experiences that are both evidence-based and emotionally engaging.

Reema's passion for emotional intelligence was reignited during the pandemic, where she explored The Science of Emotional Intelligence and recognised its essential role in humanising leadership in times of disruption. Since then, she has dedicated herself to helping others harness the power of EQ to lead authentically, inspire trust, and elevate service experiences from good to unforgettable.

A TEDx speaker and U.S. expat based in Dubai, Reema brings a unique lens of cultural intelligence, having facilitated with diverse cross-functional teams across the Middle East and beyond. Her workshops are grounded in modern leadership theory and brought to life with practical tools that shift behaviour from insight to action.

She is a certified Emotional and Social Intelligence Coach (ISEI), a PMP®, an ORSC-trained Team Systems Coach, and a licensed Arbinger Institute facilitator. Reema is also a frequent keynote speaker and panelist, celebrated for her thought-provoking delivery, deep presence, and ability to create psychologically safe spaces that unlock courageous conversations and shared ownership.

Through every engagement, Reema challenges leaders to go beyond metrics—to lead with humanity, serve with empathy, and build environments where both teams and customers feel seen, heard, and inspired.

Sales Mentor & Coach



Anne Liyange

MBA, C. Hyp

Anne is currently the Commercial Director at Grand Millennium Business Bay, a role she has held since March 2022. In this role, she drives commercial strategies to enhance business growth. Remarkably, the property has maintained the number one position on TripAdvisor for 600 consecutive days as of July 5th, 2024. Anne has a rich history of achievements in senior roles within the hospitality industry, including successfully leading pre-opening and rebranding projects for major hotel brands such as Accor Hotels, IHG Group, and Marriott.

She also made notable contributions as the Cluster Director of Sales at The Meydan Hotel and Bab Al Shams Desert Resort & Spa, the Multi-Property Director of Sales for Marriott Hotels like St. Regis, W, and Westin, and held pivotal roles within Jumeirah Hotels and Resorts, such as Director of Sales at Jumeirah Emirates Towers and Burj Al Arab.

Services, one of the leading travel agents in Sri Lanka and also the GSA for Emirates Airlines. Anne's earlier career spans across esteemed brands like Taj Samudra in Colombo, Hemas Travels and Air Malaysian Airlines, InterContinental Hotel DFC, the first Intercontinental Residence Suites in the Middle East, and Crowne Plaza Hotels DFC, and Marriott Autograph Collection. Her diverse experience also includes a stint in Sydney, Australia, at Sydney Adventist Hospital.

Anne possesses a well-rounded skill set that includes expertise in sales & business development, designing and implementing effective sales and marketing strategies, conducting comprehensive market research, and managing high-performing teams. She is adept at competitor analysis, budgeting, forecasting, and implementing robust business continuity plans. Beyond her corporate achievements, Anne is a transformative life coach and Rapid Transformational Therapy (RTT) hypnotherapist, passionately advocating for mental health awareness and bringing a holistic perspective to leadership.

Her educational qualifications: MBA from the University of Liverpool and a Master in Hospitality Management from Cornell University.
She holds a Hospitality Manager Leadership Certification from the American Hotel and Lodging Institute. Additionally, she is a certified Rapid Transformational Therapist and Hypnotherapist through Marisa Peers' UK program, a Life Coach certified by Mindvalley, and a Mastermind member led by Tony Robbins and Dean Graziosi. She blends her business acumen with a dedication to promoting individual well-being and holistic leadership.

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Client TESTIMONIALS

Ongoing training and development is key to our growth plan at Rise LLC. Our store managers recently took part in EQ soft skill training. Leading this was Tripat Mehrotra, who was amazing- what a personality! Our Five Guys International managers will benefit from this as they lead our teams to ongoing success. Thank you, DeANTS, for providing exceptional training classes.

Reference: David Bone - L&D Manager (Rise LLC)

A few incredible sessions with Tripat Mehrotra from DeANTS on 21st Century Leadership and EQ for Problem Solving at FutureLog AG ! Tripat is incredible in explaining the need for agility, resilience, leadership and mentorship in a VUCA environment.

My entire team are grateful for these insights, and we look forward to enhancing our soft skills to cater to our work environment with a sense of positivity, preparedness and productivity!

Reference: Nimirita Lula, VP Operations (Future Log)



"AAC Service With Head & Heart Emotional Intelligence (EQ) training program.AAC Automotive Academy, together with DeANTS, have recently delivered Serve with Head & Heart, Emotional Intelligence (EQ) training for frontline Service staff. The program is an approach that emphasizes the integration of both intellectual and emotional intelligence in customer service interactions. It recognizes the importance of empathy, understanding, and emotional connection when dealing with customers & to deliver the best Customer Experience. AAC Academy's mission is to enrich the lives of our customers by continuously developing our people for delivering products and services by setting best practices in everything we do. Special thanks to DeANTS Tripat Mehrotra for delivering an experiential learning session."

Reference: Maninder Singh - L&D HR -(Al Rostamani, Arabian Automobile)

Special thanks to the amazing trainer, Mr. Tripat Mehrotra for creating a supportive and encouraging environment that enabled us to step out of our comfort zones and practice our skills.

I am confident that the knowledge gained from this program will continue to benefit us in various aspects of our lives and contribute to our success in our current roles and any future endeavours.

Reference: Alanoud Abunayyan - Alanoud Abunayyan (Public Investment Fund - PIF, Saudi Arabia)



Why Choose US

"At DeANTS, we maintain the Learning & Development (L&D) services of your property as your 'own L&D department.' We provide high-quality L&D activities that are financially sustainable without burdening your payroll budgets. By partnering with us, you gain access to expert trainers committed to aligning with your unique business goals, ensuring seamless integration of our services and empowering your teams while you focus on core operations."

Schedule a Consultation

Contact us today to discuss your project needs and let us help you in creating your dream team!

Who We Are?

450+	8,000+	90%	35+
TRAININGS DELIVERED	PEOPLE TRAINED	SATISFACTION RATE	COURSES OFFERED

Contact us

Get in Touch

We welcome inquiries for new projects and collaborations. Reach out to us today!

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THANK YOU!