

4th Annual

Talent & Career Development Conference 2013

DISCOUNT CODE: HRBCN027
(Limited to availability)

1st & 2nd October

H Hotel, Dubai

EXCLUSIVE BUSINESS CASES

THOUGHT LEADER DEBATES

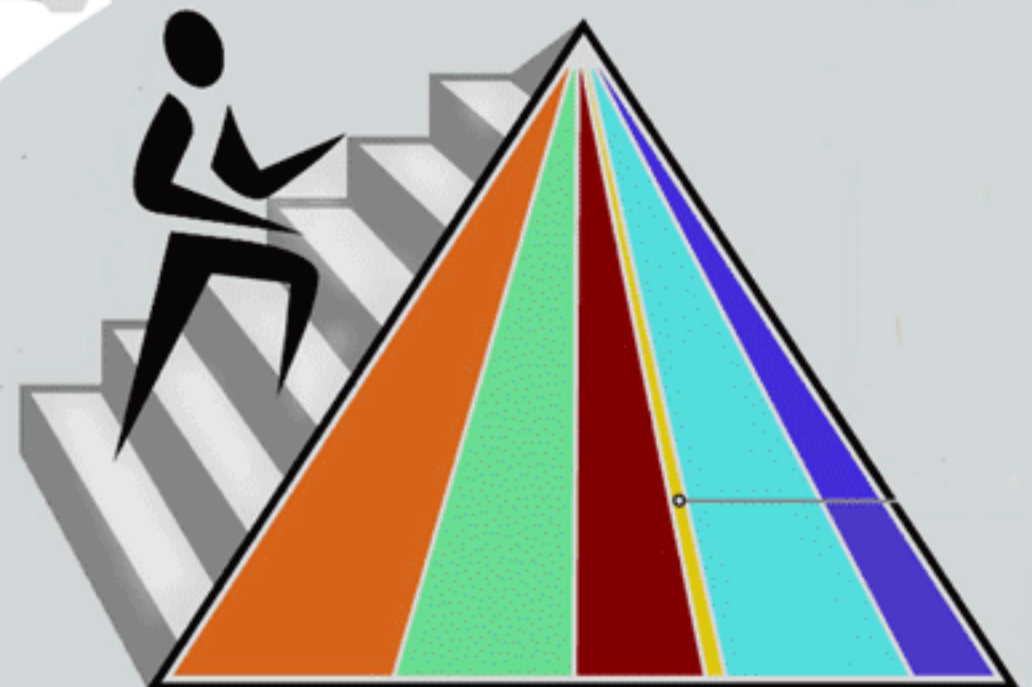
THINK TANKS

PANEL DISCUSSIONS

ROUND TABLES

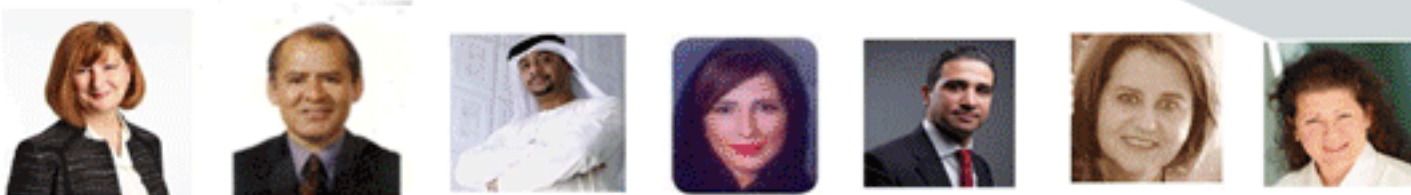
WORKSHOPS

NETWORKING RECEPTION ..



- Talent & Organizational Development
- Talent Acquisition ● Nationalization
- Employer Branding ● Social Media HR
- Engagement & Retention ● L&D
- Performance & Rewards ● Talent Assessment
- Succession Planning ● ROI & more..

Speakers include:



& more...

The program has been
submitted to
HR Certification Institute
for Pre Approved Credit

Talent and Career Development Conference 2013

1st & 2nd October

H Hotel, DUBAI

If TALENT and CAREER DEVELOPMENT is your responsibility, your career, your challenge, or you just need to learn more about it - then Come and join us in DUBAI!

After Spain, Amsterdam, India
NOW in DUBAI !!!

THE MUST-ATTEND HR EVENT

Organized by joint venture of:



IBB INTERNATIONAL



IBB and HRTE have joined together in a powerful collaboration to create summits and conferences that supply the high demand of Senior HR professionals from leading multi-nationals across Europe, Middle East & Asia.

For ANY questions or to REGISTER please contact us:

By email: navana@ibbint.com / vaishali@hrtruevents.com
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By phone: +34 933021455 / 933011061

Our past participants include:

Airbus • Coca Cola • Emirates NBD • Nestle • Ras Gas • National Bank of Abu Dhabi • LinkedIn • Unilever • Volvo • Ernst & Young • Kuwait Petroleum • ABN AMRO • Dell • SABIC • Toyota • Saudi Aramco • Microsoft • Nike • GAL Audi Volkswagen • Savola Group • Orascom • Isbank • Russian Federation • NATO • Hewlett Packard • Regus • Unikai • Wataniya Telecom • Philip Morris • Bombardier • Bahrain Gas & Water Authority • Etisalat • British Airways • Hilton Abu Dhabi • Intercontinental Hotels • Bombardier • British American Tobacco • IFFCO • Dubai Aluminium • Jet Aviation • Honeywell • Ferrero • GE Energy • GM • Anadolou Group • Randstad • M1 Global • Johnson Controls Honeywell • Emirates Group • Musanada • Adidas

AND MORE...

Top Speakers include:



Abu Dhabi Educational Council (ADEC)



Al Futtaim - Head of Group Talent



AMEC - Global HR Director Middle East, Africa, CIS, Asia & Australasia



Aon Hewitt - Head of Talent Practice, Middle East & North Africa



Axiom Consulting - Managing Partner



Boubyan Bank Kuwait - C & B, OD, Talent Management, Research, Performance Mgmt, L&D



Dubai Holding - Director Talent & Organisational Development Group Human Capital



Dubai Human Resources Forum - Chairman



Etihad Airways - Head of Human Resources



Etisalat Academy - Ag. General Manager



GlaxoSmithKline - VP HR, Middle East Africa, Turkey



IBM - Leader Global Talent Acquisition



Innovative HR Solutions - Managing Director



M1 Group - Corporate Human Resources & Organization Director



Middlesex University Dubai - MBA Program Leader MA HRM, Head Centre for Innovation in Management



Next Level Emiratization consultancy - Managing Director, Emiratization expert



PepsiCo - Talent Acquisition & Organization Development Leader Asia Middle East & Africa



Provectus Middle East - Managing Director



QBG Group Oman - General Manager



Quantum Resources - Head HR MENA



Standard Chartered Bank -



TDIC Tourism Development & Investment Company Director Human Resources

AND MORE....

Introduction:

"Only 41% of firms are confident that their human capital strategy is truly embedded in their organization's strategy"
- Report 2013 by Chartered Global Mgmt. Accountant CGMA

"More than two thirds (69%) of Middle East CEOs point to the availability of talent and key skills as a potential threat to growth in 2013 compared to 58% in the global survey" - 2013 Middle East CEO survey by PwC

Your Future Starts TODAY!

Globally, organisations cite improving leadership "bench strength" as one of their most pressing issues when it comes to talent management. In the Middle East this is particularly pronounced as the company's main concern is to attract and retain top talent while addressing workforce nationalisation requirements.

As the challenges and responsibilities of talent leaders have shifted, the need to refocus and realign talent management processes has come to the forefront. While addressing these central issues, the Talent and Career Development Conference 2013 will build upon specific regional and global talent & career issues and will outline proven approaches to the development of a comprehensive Talent & Career Development platform that reflects your organization's vision and realities of the regional market.



The **BIG Question** is: Do **YOU** believe that your staff is your biggest asset?

Then work towards it...widen and strengthen your core principles, business discipline and successfully align strategies in HR from root level to meet your methodology.

How you can link your **talent, career and organizational development to your business objectives** and **address your competency shortages** and stay ahead of the game?

What are the proven solutions to your most pressing issues in **succession planning, leadership and organisational capability** as well as the latest trends in **L&D, employee engagement and retention, HR Social Media**?

How do you link and drive **high performance, total rewards** and how do you **measure ROI** effectively?

Do you have ANY or ALL of the above questions?

Then come to Dubai and benchmark with and learn from senior thinkers and practitioners from the HR community. Join your peers to: **BUILD industry contacts, LEARN and EXCHANGE** new ideas, solutions, proven approaches for all your talent challenges through:

Exclusive Business Cases - Think Tanks – Thought Leader Debates – Master Workshops - Round Table discussions – Panel Discussions – Open Forum - Q&A sessions – Gala Networking Reception

Which will result in you: **IMAGINING –DISCOVERING –DESIGNING - IMPLEMENTING** and **DEVELOPING** yourself your HR & people management strategies and taking it to a whole new and effective level .

Why attend this event?

By attending IBB and HRTE's 4th Annual **Talent and Career Development Conference 2013** in Dubai, you will receive the Best Answers, Tools and Tricks to these High Impact Strategic Movements as well as gain cutting edge Latest Thinking with a Practical and Interactive Focus.

Within 2 days you will be fully updated on how to successfully establish and develop the comprehensive Talent and Career Development model in your organization, and drive further the competitive advantage of your company.

Day 1, 1st October, 2013,

8.30 *Registration and Welcome Coffee*

8.50 **Opening remarks from The Chair: Martin Jalili, Chaiman - Dubai Human Resources Forum**



9.00 Keynote: **Focus: *Strategic Career Development***
Aligning Career and Organizational Development to Business Strategy

- Understanding the connection between organizational capability and business strategy – interlinking the two to drive growth
- How to raise the level of capability across the board as part of business strategy
- How to develop new talent capabilities as proactive, faster and flexible response during times of change

Martin Jalili, Chaiman - Dubai Human Resources Forum



9.35: Short presentation followed by

**Specialized
WORKSHOP**

Focus: *Talent Development & Assessment*

Accelerating the Development of High Potentials – The Needs and Challenges for Leaders & Organizations

- What are your organization's current and future Talent demands?
- How do you react to your strategic talent demands ahead of time?

Using Assessments to Drive Talent Decisions

- Successful approaches to accelerating the development of high potential individuals

Amanda White, Managing Director, Innovative HR Solutions



**Meeting Accelerator
20 NEW Contacts in 20 Minutes**

10.40 This unique facilitated session will give you the opportunity to shake hands with your peers from organizations from different sectors and region. Bring a lot of New Business cards

11.00 *Morning Coffee break & Networking*

11.20 **Focus: *Career Development Communication***

Communication –Key Component of Talent Development and Employee Commitment

- Where do we go wrong and what are the steps to improve?
- Creating a clear and transparent communication plan for your career development strategy to engage your talent
- Ensuring consistency top to bottom while communicating

Stacey Reynolds, Global HR Director Middle East, Africa, CIS, Asia & Australasia, AMEC, University Lecturer



12.00 Focus: *Nationalization*

Excellence in Nationalization- A business priority

- Bridging the gap between government's vision for nationalization and employers understanding
- The background – Main Challenges of nationalization
- Role of educational institutions

AbdulMuttalib Al Hashimi, Emiratisation expert, Managing Director of Next Level Emiratisation consultancy, blogger 'UAEtopia'



12.40 Lunch

Round Table DISCUSSION

13.40 Focus: *Global Perspective: Game Changer in Talent management*

Talent Management by 2020 - McKinsey Predicts The War For Talent Will Go Nuts By 2020

- Shortage of Skilled Labor
- The Battle for BrainPower
- The growing pressure for HR to transform and add value to the organization – What are the factors to shape HR's future role?
- How HR transformation can support the future ambition and business vision of your organization?

Dr Cedwyn Fernandes, Associate Professor in Economics & International Business, MBA Program Leader MA HRM Programme Coordinator, Head Centre for Innovation in Management, Middlesex University Dubai

14.20 Case study Followed by:



**Bridging the Gender Gap Management
- Attracting and Engaging Women professionals**

**Generation Y Talent
- The New Generation**

- The challenges and the opportunities
- Unlocking Workplace Motivation
- Optimising learning and development to meet your organization's needs

(The debate will be based upon:

- Female population ratio is 49.8% compared to male population - Number of female graduates from universities are 86% - Do Courses offered and undertaken match the market need? - Very few in technical, ICT or GenNext sectors)

Zack Abdi, Managing Director, Provectus Middle East



Joined in the debate by:

Aisha M. Al Shareef, Director Talent & Organisational Development Group Human Capital, Dubai Holding



14.50 Focus: *High Potential Talent*

Identifying and Developing High Potential Talent for Rapid Business Growth

- The process of identifying High Potentials and ways to cultivate an environment for them to grow
- Preparing managers to drive stronger employee engagement with High Potentials

Jon Mears, Leader Global Talent Acquisition, IBM 

15.30 *Afternoon Coffee break & Networking*

16.00 Focus: *Employer Branding*

Making the Difference – Constructing a Solid Employer Brand

- How is your organization building its brand to promote itself as “Employer of Choice”?
- Proven strategies for successful employer branding

Ida Petreus, Talent Acquisition & Organization Development leader Asia Middle East & Africa. PensiCo



Master
WORKSHOP

16.40 Focus: *Social Media for HR*
Unleashing web 2.0 and 3.0 for HR

- Communicating and collaborating internally and externally using social media
- Examining organizational policies for using social media
- A-Z case study - How to drive performance using social media

Ramon Thomas, Social Media Trainer, Educational Technologist, Motivational Speaker,
Internet Security Guru, TED Fellow

17.20 Conclusions by the Chairman and End of Day 1 followed by:

Gala Networking Reception

You have been prebooked for this with your registration.
Join & Benchmark! Facilitation in an Informal way
Quality Networking and Build New Contacts

DAY 2, 2nd October 2013

8.45 Opening of Day 2 by **Chairman: Marc Timmerman, Partner, Axiom Consulting** 
 Ex Executive Director Talent Mgmt. EMEA, Hudson

9.00 **Focus: Strategic Workforce Planning**
Where Are We in Workforce Planning?

- Understanding the economic concepts of demand and supply and how they apply to the labor market both in quality and quantity
- From 'Structure' to 'Strategy'

Fariha Salahuddin, VP HR, Middle East Africa, Turkey, GlaxoSmithKline



9.40 *Choose between*



AbdulMuttalib Al Hashimi, Managing Director,
Next Level Emiratisation consultancy
 Emiratisation expert, blogger 'UAEtopia'



Samir Mardini, Head of Talent Practice,
 Middle East & North Africa, Aon Hewitt



10.20 **Focus: Total Rewards**
Total Rewards to support your nationalization strategy

- Which areas to focus to attract the national high potentials?
- Retaining and growing the national work force
- Conditions for success

Atul Sinha, General Manager, QBG Group



10.50 *Morning Coffee break & Networking*

11.20 **Focus: Engagement and Retention**
The Business Case for Employee Engagement to increase Productivity and Retention

- What motivates employees in the region? Unlocking successful Engagement strategies
- Demonstrating the business impact how an engaged workforce leads to improved business results and increased competitiveness

Abdul Basit Al Rawahi, Head of Human Resources, Etihad Airways



12.00 **Focus: Succession Planning**
A Dynamic and Structured Approach to Succession Planning

- Creating the right succession plan for your organization's work environment
- Distinguishing succession planning from pipeline planning
- How to implement effective change management processes

Jean Marie Bowman, Head of Talent & Organization Development, All Futtaim



12.20


**PANEL
DISCUSSION**
Focus: *Leadership Development***Leading The Growth: Developing Future Leaders Prepared For Opportunity And Uncertainty**

- Staying ahead the game- leadership strategies that align to and anticipate business dynamics
- Need for speed: tools and techniques for accelerated leadership potential
- Creating a development ecosystem that balances experience with education and exposure by a mix of self and corporate

Discussion Leader: **David Al Ashhab, Regional Head of HR for Northern Gulf, Levant, Oman and Egypt, Standard Chartered Bank**



Panelists: **Khaled Al Maskari, Director HR at Tourism Development & Investment Company (TDIC)**



Francis Jeyaraj, C & B, OD, Talent Management, Research, Performance Management, L&D, Boubyan Bank

Khaled Tayara, Head Human Resources MENA, Quantum Resources



12.50 **Focus:** *ROI*
ROI Challenge

- How to justify L & D expenses and make the most out of tight budget and scarce resources
- Demonstrating the direct impact of L&D on business performance
- Proving needs instead of results

Aisha M. Al Shareef , Director Talent & Organisational Development Group Human Capital, Dubai Holding



12.30 **Focus:** *Coaching and Mentoring*

From Traditional to Future Fit Talent Development: Exploring Latest Trends, Techniques and Innovations

- Difference between 'coaching' and 'mentoring'
- What strategies have most chance of success?
- How to measure progress?

Ali Al-Qayedi, Ag.General Manager, Etisalat Academy

13.10 *Lunch*

14.10


**OPEN FORUM *Your Word:*
Industry ROUND TABLES**

In this interactive round table you will be divided into groups representing specific industry. You will discuss, learn, gain insights of talent and career development challenges and solutions in your industry through practical tasks.
Industries in Focus:

- Energy, Oil & Gas
- Banking & Financial Services
- Travel & Hospitality Services
- Government & Public Sector



Moderator: : **Marc Timmerman, Partner - Axiom Consulting, Ex Executive Director Talent Mgmt EMEA, Hudson**

14.40 Focus: *Performance Management*

Aligning Performance Management and Career Development

- Implementing effective performance management linking results to career development
- Aligning performance management and career development to identify great performers and high potentials
- How to improve the effectiveness of the performance management cycle: Avoiding typical mistakes made by organizations, managers and employees.



M1 Group

Samir Mirza, Corporate Human Resources and Organization Director, M1 Group

15.20 Focus: *Business Line Managers*

Getting Business Line Managers on Board – Career Development as a Shared Responsibility

- What is the role of line-managers in successful career development plans
- How to engage with line-managers and get their buy in for talent development
- Identify the skills managers need to have to support career development – available tools and techniques

Abu Dhabi Education Council, ADEC



16.00 Conclusion by the Chairman and End of Conference

More questions? Or to Register please contact us on any of the following:

(Or continue to next page for Speaker biographies)

Email: navana@ibbint.com / vaishali@hrtruevents.com
General Email: mail@ibbint.com / info@hrtruevents.com

Tel: +34 933 021 455 / 933 011 061

**500 US\$
DISCOUNT**

**Discount CODE:
HRBCN027**

*Please contact us immediately to claim your discount and get more details.
Discount limited to 15 seats only on first come and first serve basis.
Please note that discount is subject to availability.*

Organized by:



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Next page (Speaker biographies)

*Speaker Biographies
(in alphabetical order)*



**AbdulMuttalib Al Hashimi, Emiratisation expert,
Managing Director, Next Level Emiratisation consultancy, blogger 'UAEtopia'**

UAE born (1977), raised and educated, Al Hashimi carries 12 years of private sector experience, 7 years in HSBC Bank. Currently he is the Managing Partner of a boutique Emiratisation & Mgmt Consultancy in the UAE. Hashimi is a judge for the Dubai Women's College Business Plan and Entrepreneurship competition. He is a participant in AIESEC events and has been actively coaching young graduates on Entrepreneurship, Leadership, employment and Emiratisation. He was speaker in the 2009 GCC Nationalisation summit, presentation titled 'Bridging the Gap in nationalisation in the private sector' to senior officials from the GCC.

In 2009, he was selected as one of 40 young Arab entrepreneurs for the Silatech project and summit, an

innovative initiative by Sheikha Moza Al Misnad of Qatar, and was interviewed on radio 103.8 FM for 2 hrs on the challenging topic of Emiratising the private sector. He is also an 'Assessor' with the Dubai Quality Awards (DQA).



**Abdul Basit Al Rawahi,
Head of Human Resources, Etihad Airways**

Al Rawahi the is Head of HR at Etihad Airways, the national airline of the United Arab Emirates. He is working on transforming Etihad's human resources with the use of best practices and instilling a culture of continuous improvement in line with the company growth strategy. His areas of speciality: nationalization and leadership programmes, integrated talent mgmt, and change mgmt.

He has over 20 years in airline industry with diverse management experience in Human Resources, Corporate Strategy, Finance and Technical.

He received the Outstanding Contribution to HR award by the Middle East HR Summit, HR Leadership Award by the World HRD Congress. Listed in the 2009 International Who's Who of Professionals. Previously he was the HR Head in Gulf Air. Al Rawahi has an MBA from Embry-Riddle University in Florida USA. He holds several UK-based professional qualifications from the CIPD, CIPS..



**Aisha M. Al Shareef
Director Talent & Organisational Development Group Human Capital, Dubai Holding**

Aisha is at Dubai Holding as an Executive Director of Talent and Organisation Development; her main responsibilities: Talent Development, Succession Planning implementation for the top 25 in the group and Board training.

Previously, she was with HSBC Dubai and was sent to HSBC Management Campus in London. Later she joined The Executive Office of H.H Sheikh Mohammed Bin Rashid Al Maktoum where her main achievement is Development of Mohammed bin Rashid Foundation, managing the leadership development programmes, handling almost 90 UAE National participants and ensuring the deliverable of their Leadership capabilities, also managing the Dubai Opening Study visit (DO) for all the Leadership Programs and also the US Delegation visit in March09 (90 CEO/VP from Seattle).

Aisha holds a Master degree in Project Management from British University in Dubai.



**Dr. Ali Al-Qayedi Ph.D, M.Sc, B.Eng, CISSP, SMIEEE, MIET, MBCS, C.Eng
Ag. General Manager, Etisalat Academy**

Dr. Ali has over 18 years of experience in Management, Academia and Business. He is the Ag. General Manager of Etisalat Academy. Dr. Ali was previously the Director of Training Services at EA. As Manager of Khalifa University of Science, Technology and Research (KUSTAR), Dr. Ali was responsible for providing strategic direction and efficient integration to Sharjah Campus within Khalifa University. Prior to that he was an Associate Professor and Deputy Head of the Computer Engineering Department at Etisalat University College (EUC), currently known as Khalifa University.

Dr. Ali is the Founder and First Program Chair of the M.Sc. in Information Security at Khalifa University, one of the first postgraduate degrees specialized in Information Security in the UAE and the region. Dr. Ali is a CISSP, a Senior Member of (SMIEEE), C.Eng, a Member of the Institute of Engineering and Technology (MIET), a

Member of the British Computer Society (MBCS), a Member of the IEEE Computer Society, and a Member of the IEEE Communications Society. He holds a doctoral degree in Electronics Systems Engineering and a Master's degree from the University of Essex,





Amanda White
Managing Director, Innovative HR Solutions

Amanda is the MD of Innovative HR Solutions. She has been working in the Gulf since 2008 across UAE, Kingdom of Saudi Arabia and Qatar. Her engagements: design, implementation and leading workshops in the areas of corporate governance, performance mgmt, succession planning and leadership development with organisations in sectors as diverse as aviation, professional services, government, hospitality, retail, engineering and agriculture.

Previously, Amanda established her own recruitment, training and consulting business in the UK, France and Germany. In 2004 she sold the company to NYC Stock Listed, RR Donnelley & Sons and was appointed, Managing Director for Business Process Outsourcing Services in Europe. Amanda managed large-scale outsourcing opportunities; configuring organisation design of client operations, putting in place the communication and knowledge transfer processes and managing over 500 people across UK, France, Germany and Russia with 'offshore' operations in India Poland and Sri Lanka.



Amanda has formerly held positions on the Executive Committee of the Recruitment and Employment Confederation (UK), Georgetown University USA and ESADE, Spain.



Atul Sinha,
General Manager, QBG Group

For over 16 years Atul has been serving the FM industry. Atul is the GM of QBG Group, a leading Business Group in the GCC with Head Office in Oman and offices/operations spread across the region. QBG is an award winning company with best Cleaning Company by ITP-Construction week, Dubai Chambers CSR awards-in recognition of the path breaking CSR initiatives, Abu Dhabi Govt. Tawteen Councils awards for Emiratization in it's workforce.

Atul is also a start-up specialist in HR Outsourcing, Staffing & Facilities Management for Leading Hotels of the World & for leading Staffing providers in GCC, consulting various fortune 500 companies across the board for multiple verticals including O&G, Pharma, Manufacturing, Logistics etc. He coordinated with Recruiters in S.E.Asia (India, Pakistan, Sri Lanka, B'desh, Myanmar, Nepal) North & West Africa, Philippines. He was previously Director of Business Development for First Security Group / Manpower. He is well versed with the UAE Labour laws, synergies amongst the GCC countries.



Atul can be described as people's person with passion for discovering talent and game changing policies for staff retention.



Dr Cedwyn Fernandes,
Assoc. Professor in Economics & International Business, MBA Program Leader MA HRM Programme Coordinator, Head Centre for Innovation in Management, Middlesex University Dubai

Dr. Cedwyn is Associate Professor in economics and the MBA Program Leader at Middlesex University Dubai. Holds a Ph.D. in economics, and worked in the airline industry for over a decade prior to joining academia, giving him a unique blend of academic and senior corporate expertise. Worked extensively in establishing joint ventures around the world and has been directly involved to enhance productivity of these ventures.

Cedwyn is a member of the Consultative Committee of the Supply Chain and Logistics Group. He has been a judge at the SCATA supply chain awards, the LOG ME and Airline Business Awards. Responsible for organizing the prestigious Supply Chain Executive Forum and for establishing in the UAE a full-fledged Master's degree in supply chain management. Cedwyn's paper on Dubai's potential as an integrated logistics

hub has been published in the Journal of Applied Business Research. He has set up the supply chain research center at Middlesex University Dubai.



David Al Ashhab
Head of Human Resources for Northern Gulf, Levant, Oman and Egypt, Standard Chartered Bank

David Al Ashhab is currently the Head of HR for Northern Gulf, Levant, Oman and Egypt for Standard Chartered Bank based in Bahrain. David is responsible for leading the HR function in 8 countries across the Middle East. David creates and delivers People strategies and agendas in his region to sustain business results.

Previously he was the Head HR in Pharma International company (PIC) with a responsibility for local talent mgmt, performance mgmt and employee development, developing a comprehensive organizational development initiative that enables PIC to attract, develop and engage the best employees.



David is a Regional HR Generalist with over 15 years of HR experience with commercial focus and the ability to deliver at strategic and operational/ Service Delivery levels, areas of focus and expertise are Performance Mgmt, Talent Mgmt, Employee Relations, Mergers and Acquisitions and with all aspects of employee Engagement, and with capacity (competency) frameworks. David has demonstrated excellent leadership and project mgmt capability having operated in a variety of different sectors (Travel and Tourism, Pharmaceuticals and Financial institutions) and countries.



Fariha Salahuddin,
VP HR, Middle East, Africa, Turkey, GlaxoSmithKline

Over 14 years of diverse professional experience ranging from Personal Banking to HR Mgmt in the FMCG, Pharmaceutical and Banking Industry. Fariha has worked in various capacities at ABN AMRO, Unilever, Citi. She is currently working at GlaxoSmithKline, as VP HR for Middle East and Africa based in Istanbul. Previously, she was leading Talent Development for Emerging Markets and Asia Pacific based in Singapore. Prior to that, she was working as Director HR Pakistan, Iran, & Afghanistan. She has also worked on Global GSK Employer Brand in London.

She is a Member Board of Governors at Pakistan Society for Training and Development and Concern for Children Trust.



Fariha holds a Masters Degree in HR Development from the USA and a Masters in Family and Child

Development from Pakistan. She has been instrumental in organizing successful networking events/conferences for professional working women in Pakistan.



Francis Jeyaraj,
C & B, OD, Talent Management, Research, Performance Management, L&D, Boubyan Bank

Francis Jeyaraj (FJ) is one of the Middle East's foremost Human Capital Development Professional, reputed for his emphasis on providing research based thought leadership. His background includes several years in HR Mgmt and the Development and creation of Strategic Talent Acquisition & Managing a Reward Structure. 15 years proactively & successfully partnering with Management Consulting Firms, and clients in IT, Engineering, Construction, Automotive and Banking within MENA. FJ has leveraged his expertise in the region. He is particularly known for his expertise in Continuous Improvement through Lean Six Sigma & QMS ISO 9001:2000. His international experience is invaluable, and has allowed him to develop a unique interpersonal style that is accentuated by the cultural skills that he has acquired through Working, Learning & Living (WLL) in Middle East. FJ has earned a Master's Degree in HRM and a diploma in Training & Dev.



Ida Petrorius,
Talent Acquisition & Organization Development leader Asia Middle East & Africa, PepsiCo

Ida has over 20 years professional experience in Organization Development, Change Management, Leadership development and Talent Management. She previously worked for PepsiCo South Africa. She is now responsible for Talent Acquisition & Talent Mgmt and Employer Branding. She is also LinkedIn Corporate Recruiter Expert.

Ida has received for her work - PepsiCo HR Excellence Award (Employer Brand activation), PepsiCo Chairman's Award (Harvey C Russell, Diverse Frontline Management Capability, PepsiCo Middle East Africa Inclusion Award. Ida has a background of Communication and Industrial Psychology from University of Johannesburg, and Management Development from University of Pretoria.



Jean Marie Bowman
Group Head of Talent, Al Futtaim

A senior HR leader with more than 20 years of internal consulting experience across several industries in multinational corporations. Jean Marie has worked internationally and led global teams focusing on talent mgmt, organization development/design, transformational change and executive development.

Currently Jean Marie is the Group Head of Talent of Al Futtaim, (one of the most respected fast-growing corporations in the Gulf Region. It operates on behalf of over 40 prominent global companies including automotive, retail and technology brands, dominating many market segments in the UAE.).

Jean Marie is responsible for advising and partnering with business leaders and HR to drive talent mgmt, selection, development & localization strategies and tools. Responsibilities include: performance mgmt,

succession planning, talent assessment & coaching, recruitment, training & development, organizational change. A key advisor to Senior Leadership and Head of HR.

Previously she held roles of Global Talent Mgt of Dell, Director HR Strategy and Talent Management of Freescale, Director Leadership, Learning and Performance of Motorola.

Her educational background includes MBA in International Management from Mc Gill University, and MA in Organizational Psychology.





Jon Mears,
Global Talent Acquisition Leader, IBM

Jons' Global Role is focused on evolving IBM's talent acquisition capabilities in over 140 countries world wide. Jon has 16 years of recruitment experience across 5 continents. His key competencies: design and growth of corporate recruitment teams, motivation and engagement of high performing resources, functional leadership in cross cultural and geographical environments, advisory SME on corporate recruitment covering employment brand/marketing, sourcing & selection, execution and process optimisation. Jon designed and grew IBM's Middle East and Africa recruitment organisation to support talent acquisition and deployment in 28 countries, growing from 9 countries in a 3 year period. Driving improvements in recruitment capability, strategy & hiring attainment in new and emerging markets to increase IBM's ability to source and acquire key growth skills in all market places.



Khaled Al Maskari,
Director Human Resources, Tourism Development & Investment Company (TDIC)

Al Maskari has a background in Electrical Engineering from Southern Illinois University, Carbondale, USA. He has extensive experience in the oil and gas sector and worked as a Team Leader (HR / Training and Development) in ADCO, based in Abu Dhabi. He has also experience in organizational development, providing consultancy support and training.

He is currently working in Tourism Development & Investment Company (TDIC) as a HR Director. He was Awarded the " Best Emirati Book Award of the year 2011" at Sharjah International Book Fair and Awarded " the author of the year " from Webpreneur Academy based in Dubai in 2011.



Khaled Tayara,
Head Human Resources MENA, Quantum Resources

Khaled is responsible for all HR functions of Quantum Group's Companies based in Lebanon and covering the team in the entire MENA region. In consultation with Management boards, he devises and implements the Group HR strategy that is in line with the Group's vision and Companies' objectives.

Quantum Resources started in 2000 by purchasing the BD&A Group (Saatchi & Saatchi Levant, Bates Levant and Zenith Media agencies). A Regional Communications and Media Group, based in Beirut and covering the Middle East; comprising the following Industries: Communications/Advertising/Branding/Multimedia/Digital Art/Content/Media Services



Marc Timmerman
Partner at Axiom Consulting Partners, Guest Lecturer at Vlerick Business School

Marc has a degree in Clinical Psychology and Psychoanalysis and a degree in Business Administration. He is ex Executive Director Talent Mgmt EMEA of the Hudson group. Founder of the assessment activities and competency management consultancy for De Witte & Morel in Belgium in 1995. His main activities lie in the field of assessment and development centers, competency management, hipo-mgmt, performance mgmt and coaching. He is an executive member of the European HR Forum, VP of the RvB non-profit organisation "Cocom – Ode aan de Mens" – an organisation uniting important Flemish entrepreneurs, professors and thinkers. Marc is also a guest-lector at the Royal Belgian Military Academy, the Vlerick Management School and the Free University of Brussels.

In 2007 he was co-author of the HR book "High Potentials: the Competitive Edge within your Company". Since 2008, Marc has specialized in diversity management best practices.



Martin Jalili
Chairman, Dubai Human Resources Forum, Managing Director of The People Partnership

Martin is a highly experienced facilitator, coach and trainer with 30 years experience working with multi-cultural organisations in Europe and the Middle East. For 9 years Martin was the GM-Training & Manpower Development in Al-Futtaim Group. He was the Director HR for the Strategic Development Group at Dubai Government's Martin specialises in training and HR Consultancy assignments, leadership and mgmt development programmes, performance mgmt. He also guided a number of organisations towards excellence by deploying the Dubai Quality Award Department of Economic Development and was a member of the Steering Group setting up Dubai Bank. Martin specialises in training and HR Consultancy assignments, leadership and mgmt development programmes performance mgmt. He also guided a number of organisations towards excellence by deploying the Dubai Quality Award and the Dubai Human Development Models. He has led training and consultancy for a number of



international, regional and local organisations including ABN AMRO Bank, National Bank of Dubai, Commercial Bank of Dubai, Sharjah Islamic Bank, Banque Saudi Fransi, Mashreqbank, Arab Bank, Emirates Institute for Banking and Financial Studies, Dept of Economic Development in Dubai, Dubai Chamber of Commerce and Industry, Al Tayer Group, Tetrapak, Microsoft, Acer Middle East. He graduated from the University of London and later MBA in Export Management and International Business from the City University Business School.

Within the community Martin is the chairman of the Dubai Human Resources Forum and supports the Dubai Human Development programme at the Department of Economic Development. He is chairman of an Advisory Committee for the Higher Colleges of Technology and serves on the Advisory Board for the British University in Dubai.



Ramon Thomas - TED Fellow

Social Media Trainer, Educational Technologist, Motivational Speaker, Internet Security Guru

In 2012 he delivered a corporate communications workshop at a conference in Shanghai, China. In 2009 he was voted one of the Top 300 Young South Africans by the Mail & Guardian. Ramon has published 5 ebooks including his next book, The Psychology of Technology.

His deep expertise comes from working in the Internet and Banking sectors in South Africa, England, and the United Arab Emirates since 1993. One of his largest projects was the implementation of an Internet banking solution for National Bank of Abu Dhabi in 2000.

He has been a guest on Carte Blanche, CNBC Africa, 3Talk, eTV News, Special Assignment, SAfm, RSG, 702/Cape Talk, Financial Mail, Business Day, Sunday Times, Destiny & Destiny Man, Cosmopolitan, Reader's Digest, Deutsche Welle, and more.

Professional memberships include the Mozilla Foundation, Free Software Foundation, Internet Society, Toastmasters International and the Professional Speakers Association



Samir Mardini

Head of Talent Practice, Middle East and North Africa, Aon Hewitt

Samir is Aon Hewitt's Head of Talent Practice in the Middle East and North Africa, a role he has held for the past four years at the company. With over 14 years of HR experience, Samir specializes in employee engagement, performance mgmt, organization structuring, talent mgmt, HR diagnostics and employer branding. Prior to joining Aon Hewitt, Samir was HR Manager for Middle East and Asia Pacific with Baker Hughes, and has held roles at IBM Consulting.

He holds a Masters Degree in Business Administration from Notre Dame University, Lebanon and is fluent in Arabic, English and French.



Samir Mirza,

Corporate Human Resources and Organization Director, M1 Group

Samir joined M1 Group (previously INVESTCOM) as Director of HR and Organization. His responsibilities encompassed the organizational strategy of the group, the development of the human talent methodology and the business process reengineering system in line with the company's credo and strategy.

M1 Group is a diversified investment holding with global interests in telecom, travel, fashion, energy, industry and real estate. With the assistance of each company's HR Director and Organization Manager, Samir standardized and developed an efficient methodology for the entire group, while its implementation in accordance to country's culture and regulations.

At FTML (aka Cellis, a former Telecommunication Operator in Lebanon), Samir was the Organization Dev.

Director responsible for the development and the implementation of a Total Quality Management Model, which aided in the Human development and raised the performance of the company.

He earned a Masters degree from INSA School of Engineering, France, and has developed his knowledge and expertise through important executive seminars, namely Harvard University and McKinsey and Kepner Tregoe consultants.



Stacey Reynolds

Global HR Director Middle East, Africa, CIS, Asia and Australasia, AMEC, University Lecturer

A global HR Generalist with over 25+ years of HR experience with commercial focus and the ability to deliver at strategic and operational levels. Stacey has demonstrated excellent leadership and project management capability having operated in a variety of sectors and countries.

Currently, she is the Global HR director – Growth regions of AMEC employing over 29000 employees worldwide. She is responsible for the regions of Middle East, Africa, CIS, Asia and Australasia. Previously she worked as Regional HR Director Middle East and Africa of Halcrow, a CH2HMILL company. Prior to that, she was the HR Director of Balfour Beatty Rail and Royal Bank of Scotland.

Recently Stacey has undertaken research across 17 major multinational organisations to understand the challenges they have and the strategies they have implemented to develop sufficient global leaders to meet their growth objective.



**Zack Abdi****Managing Director, Provectus Middle East, Ex Head National Dev, Qatar Gas Operating Company**

Zack is managing a group of 16 companies with activities from ERP/CRM solutions to landscaping, general trading, and constructions.

As head of National Development for Qatar Gas Operating Company, he was responsible for Quality Qatarization process to Career Development to Succession Planning for all national candidates in all positions.

Responsible for developing competencies, monitoring, salary increments, counseling, succession planning of over 92 Graduates candidates and 109 trainees in 112 job positions. Zack worked for ADGAS as Career Development Advisor for all positions. Certified in Competency Assurance Management System he introduced Terminal Performance Objective approach in developing Competency Frameworks. He also worked for

Saudi Aramco for 25 years in various job assignments. He is a regular speaker for nationalization program. Zack is the chairman for the CSR Group for Dubai Quality Group.



Quotes from some of our past events

"Great Interaction, Trendy Topics discussed by Experts" – Director, Leadership & Organization Development, **Ericsson**

"Different approach from different countries, international character" – Executive & Strategic Leadership Consultant, **M1 Group**

"Interesting topics selection, companies presenting useful solutions through case studies" – Head Leadership Acquisition, **Hewlett Packard**

"Great event and well organized" - HR Director, **Arabsat**

"A group of professionals selected by the organizers and with excellent speakers and a broad variety of Hr relevant topics.. clearly not the last time I will attend such an excellent event." – **Kuwait Petroleum**

"The diverse speakers were great" – Talent Attraction Specialist, **Bahrain Water & Gas Authority**

"Brilliantly organized, content & topics –very uptodate and interesting ;excellent selection of speakers and engaging activities" - Head of Recruitment, **Volvo**

"Excellent speakers. A great learning experience" - HR Director, **Ras Gas**

"Topics were very uptodate and experienced speakers. Well organized" - Head Learning and Development, **Adidas**

"Great experience and diverse participants. will join again" - Head of Learning & Development, **Emirates NBD**

"The networking opportunities are endless. The keynote speakers at all the conferences I've attended were well worth the trip every time" - HR Director, **The Savola Group**

"The most relevant conference I have attended" - HR Director, **Coca Cola**

"A great experience, I would encourage all HR managers to attend. From a professional standpoint, the networking opportunities will prove invaluable." - VP HR Business Partner, **Audi Volkswagen**

"I found the topics to be highly worthwhile and the participants engaged in the industry and in the changing HR landscape." - HR Director, **Unilever**

"This is the first conference that I've taken something back with me from each session I attended. Very informative and helpful" - Senior HR Advisor, **UNESCO**

4th Annual

Talent and Career Development Conference 2013

1st & 2nd October

H Hotel, DUBAI

Venue

We welcome you to enjoy our gracious hospitality at:



The H HOTEL, DUBAI
One Sheikh Zayed Road
P.O. Box 125511 Dubai, U.A.E.
Tel: +971 4 501 8888
Fax: +971 4 501 8899
welcome@h-hotel.com



The H Hotel Dubai is a 5 Star Hotel anchored at the prestigious address of No. 1 Sheikh Zayed Road. It is located at the commercial and social heart of Dubai, offering convenient access to the Dubai World Trade Centre, the Exhibition Centre, Dubai Mall, Burj Khalifa and other business and tourist destinations.

The Arabesque touches at The H Hotel Dubai offers a luxurious setting for guests.



IBB International and HR TruEvents have special delegate rates for you at the hotel.

We highly recommend you to secure your room reservation at the earliest to avoid last minute inconvenience.

You can contact your Delegate Relation Manager or email our Event Hospitality Desk for required assistance at: hospitalitydesk@ibbint.com