

6th Annual Managing Local Talent 2014

المنتدى السادس لإدارة المواهب المحلية

Nationalisation 2.0- Inspire | Connect | Develop | Contribute To The Growth Of Nation

10-12 November 2014 | Crowne Plaza - The Business Park, Doha-Qatar

PRESTIGIOUS SPEAKER PANEL



Haya Nasser Al-Attia
Associate Vice President for Student
Success and Development
Qatar University



Bothaina Hassan Al Ansari
Senior Director HR
Ooredoo, Qatar



Dr. Abdulaziz Al-Horr
CEO
**Qatar Finance and Business
Academy (QFBA)**



Dr. Kholode Al Obaidli
Vice President National Talent
Management
Qatar Airways



Iqbal Noor
Vice President HR Business Support &
Performance Management
Du, UAE



Lulwa Bukhadhour
Executive HR Manager - Talent
Management
Gulf Bank, Kuwait



Abdulmajeed Al Balushi
Head Functional Services
**Takatuf- Subsidiary Of
Oman Oil Company**



Abdulla Al Mansoori
Director Career Fair
Qatar Foundation



Dr. Daniel Brian Murteda
Manager Organization Development
& Corporate Social Responsibility
Petrofac Saudi Arabia Ltd.



Sharoq Al Malki
Chief Human Capital Resource Officer
Commercial Bank of Qatar



Hamad Eghdani
Director of Government Relations &
Emiratisation, **Emaar Hospitality
Group & Emaar Hotels**



Naim Al Sous
HR- Senior Employee Relations
Supervisor
Qatargas



Alharith Alatawi
Chief Executive Officer
Khaljana



Amina Fouad
Country HR Manager
DHL Express, Qatar



Munib Shadid
Learning & Development Head
Kuwait Oil Company



Dr. Abdulla Al Saáda
Senior Manager- Human Capital
Development
Tamkeen-Bahrain



Essa Al Mulla
Chief-National Work Force
Development
**Knowledge & Human
Development Authority, UAE
Emirates National Development
Program (ENDP)**



Kris Wadia
Humanized Leadership, UK
Founder and CEO



Rt. Dr. Nairouz Bader
Global Board Director
AESC



Zack H. Abdi
Proectus Middle East
Managing Director

Workshop Leader:

ESTEEMED ADVISORY PANEL 2014

Dr. Kholode Al Obaidli
Vice President National Talent Management
Qatar Airways

Abdulmajeed Al Balushi
Head Functional Services
**Takatuf- Subsidiary Of Oman Oil
Company**

Dr. Abdulla Al Saáda
Senior Manager- Human Capital
Development
Tamkeen-Bahrain

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

Essa Al Mulla
Chief-National Work Force Development
**Knowledge & Human Development
Authority, UAE, Emirates National
Development Program (ENDP)**

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MEDIA PARTNERS



REASON TO ATTEND

- **Benefit** from exclusive Keynote and speaker presentations and live debates by leading HR professionals across MENA Region.
- More networking and interactive session formats to address your top nationalization challenges- 15 + presentations, Open Forum Discussions, Panel Discussions, Break out Sessions- for you to **learn, share** your view, get answer to your queries, **analyze** your strategy, etc.
- **24+ Hours** of Learning & Networking Opportunities- Meet, network and brainstorm with some of the top thinkers and best brains in HRM
- 2 Industry Practitioner Led Workshops- **Improve** your HR Strategies
- Share developments and **explore opportunities**and much more.

WHO SHOULD ATTEND

- Representatives from Government and regulatory bodies, academicians, scholars and students of Public Administration and Human Resource Management
- Directors, General Managers, Presidents, Vice Presidents, and Heads of following departments: Nationalization/ Localization, Human Resources, Human Capital, Talent management, Organisational development, Recruitment, Performance Management, Training and Development, HR Strategy, Compensation & Benefits, Remuneration & Reward, Employee relations Learning And Development (L&D) Specialists and Compensation And Benefits (C&B) Specialists across various industries. *(Everyone who is involved in any way with either "Nationalisation" or "Localisation" in any of the six GCC countries, including UAE (Emiratization), KSA (Saudisation), Qatar (Qatarisation), Oman (Omanisation), Bahrain (Bahrainisation) and Kuwait (Kuwaitisation)*
- HR Consultants, HR solution providers, Placement companies, Recruitment consultants, head hunters, Training companies, HR Software solution providers, E Learning solution providers.

JOIN US TO

Understand - How can I attract the local talent to meet my organization's nationalization targets

Define - Key elements of a successful Nationalization programme- What went right and what were the challenges

Know- the best practices in engaging and retaining the local talent

Increase - how to increase awareness/knowledge of exciting private sector opportunities among local nationals

Together We Can - How public and private sector can work together to achieve desired Nationalization results

Analyze - Gen Y expectations

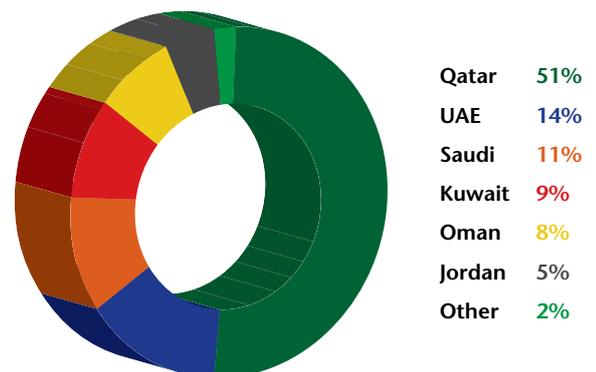
EVENT OVERVIEW

Across Middle East, every government is aggressively taking initiatives towards nationalization of workforce in both public and private sectors. All countries in the Middle East region have developed policies wherein nationalization strategies differ from one country to another but associated with a common range of considerations, such as globalization, competitiveness, economic growth, and social reform. HR Professionals across the Middle East Region are working towards attraction, recruitment and retention of the national talent.

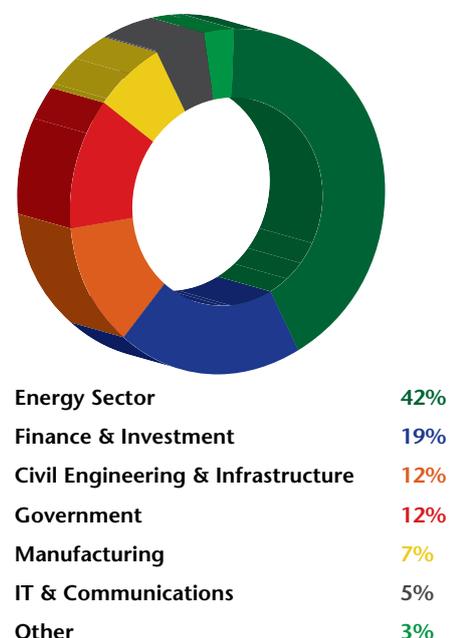
Fleming Gulf's ,6th Annual Managing Local Talent is a result of the tremendous response received for the past Annuals. This year's Summit brings together distinguished HR professionals to discuss and benchmark crucial issues on Workforce Nationalization in Middle East region. An agenda with in-depth real life case studies, keynote presentations, interactive panel discussions, Breakout Sessions and Workshops from outstanding senior HR professionals across MENA Region.

GLIMPSE FROM THE PAST

Delegate Profile By Geography



Delegate Profile By Geography



DAY 1 | 10th November 2014

8.00 Registration and Coffee

8.50 Welcome Address by Fleming Gulf

8.55 Opening remarks from the Chairman Rt. Dr. Nairouz Bader, Global Board Director, AESC

A Step Towards A Sustainable Future

9.00 KEYNOTE ADDRESS BY: The National University's Role in Developing National Talent

Haya Nasser Al-Attia, Associate Vice President for Student Success and Development, **Qatar University**

9.20 KEYNOTE PRESENTATION: Developing National Leaders for a Sustainable Future

This session would discuss the challenges faced by the Aviation Industry and survey what is required to develop a sustainable advantage in this very competitive market; demonstrate ways to attract Qatari talent despite the current perception and most importantly how to fight against the "red carpet \$" recruitment strategy; identify a growing yet overlooked generation in Qatar, the Extra Miller generation. Explore what they are attracted to and how we can develop them to become future leaders; how to diversify the talent pool by using new and non-traditional practices.

- Recognizing the challenges faced by the Aviation Industry
- Breaking down the challenges; developing a sustainable competitive advantage in a very competitive market
- Attracting the extra miller generation
- Developing the extra miller generation
- Diversifying the talent pool

Dr. Kholode Al Obaidli, Vice President National Talent Management, **Qatar Airways**

10.00 KEYNOTE PRESENTATION: Strategic Qatarization in Commercial Bank Qatar: Designing a Qatari Value Proposition (QVP)

- In order to design the QVP it is obviously essential to understand the preferences and needs of Qataris
- We need to match the demand (Strategic Role/Capabilities) with supply
- Strategically deploy a wide range of actions across the whole talent management process
- Develop various options for building a world-class QVP and consistent with other initiatives align with social and political change.
- Knowing how to manage the existing expectation vs QVP

Sharq Al Malki, Chief Human Capital Resource Officer **Commercial Bank of Qatar**

10.40 Khaljana: Enabling the employment of Gulf Nationals across the GCC

- Creating 8 million jobs in the GCC by 2020
- Business sectors' snapshot
- Challenges facing hiring Gulf Nationals
- A need for better collaboration between the Private Sector and Government Authorities
- The "Khaljana Project" outlook
- Khaljana – helping you match opportunities with the right candidates
- Bringing the latest Human Capital technologies and tools to the GCC
- Revolutionizing the way hiring managers interact with profiles & candidates
- Khaljana and the use of Gamification in assessing, attracting & engaging local talent
- How can you be a part of Khaljana?

Alharith Alatawi, Chief Executive Officer, **Khaljana**

11.20 Tea/Coffee Break

11.50 EMIRATISATION TO 2021 – the Expo Effect or mission Impossible?

- Looking at the future workforce scenario for Dubai
- Why we need workforce development

- Best practices in other countries
- ENDP's suggested way forward

Essa Al Mulla, Chief-National Work Force Development **Knowledge & Human Development Authority, UAE**
Emirates National Development Program (ENDP)

12.30 KEYNOTE PANEL DISCUSSION: Meeting Workforce Nationalization Expectations and Supporting Region's Growth

- Education and counseling to improve a national's work ethic
- Providing guidance and supervision on career clarity and inspiring nationals to take ownership

MODERATOR:

Rt. Dr. Nairouz Bader, Global Board Director, **AESC**

PANELISTS:

Dr. Kholode Al Obaidli, Vice President National Talent Management, **Qatar Airways**

Essa Al Mulla, Chief-National Work Force Development **Knowledge & Human Development Authority, UAE**
Emirates National Development Program (ENDP)

Naim Al Sous, HR- Senior Employee Relations Supervisor **Qatargas**

Sharq Al Malki, Chief Human Capital Resource Officer **Commercial Bank of Qatar**

13.00 Prayer Break & Luncheon

14.00 CASE STUDY: Finding & Polishing Gems: Recruitment and Selection method to develop nationals and reduce turnover

- A Nation Building Approach towards Nationalization
- A model to Hire for Strengths and Develop for Business Success
 - o How to find, assess and select
 - o How to create a development model
 - o How to engage senior management and line managers
- Practical examples from Private & Government Sectors
 - o Key Results
 - o Challenges

Iqbal Noor, Vice President HR Business Support & Performance Management, **du, UAE**

15.00 QUADRU-DIMENSIONAL CAREER DECISION MAKING PARADIGM

- Personal Career Tendencies
- Personal Capabilities
- Economic Sustainability
- Practice & Real Career Feel

Abdulla Al Mansoori, Director Career Fair **Qatar Foundation**

15.40 PANEL DISCUSSION: Nationalization Strategy 2.0 : 5 years from now, next level of Managing Local Talent

Recent forecast by IMF indicates that by 2020, the world as a whole would have more people over 65 than under 25 for the first time in recorded human history. This Panel will discuss about how an employer can overcome the high expectations of a National like pay, work-life balance and job security, etc.. Are we prepared

- For securing key talent
- Knowledge Transfer
- Engagement & Retention
- Strategic Workforce Planning

MODERATOR:

Rt. Dr. Nairouz Bader, Global Board Director, **AESC**

PANELISTS:

Abdulla Al Mansoori, Director Career Fair, **Qatar Foundation**

Hamad Eghdani, Director of Government Relations & Emiratisation, **Emaar Hospitality Group & Emaar Hotels**

Iqbal Noor, Vice President HR Business Support & Performance Management, **du, UAE**

16.20 Closing Remarks from the Chairman

16.30 Coffee & Networking Reception

DAY 2 | 11th November 2014

8.15 Registration and Coffee

8.50 Welcome Address by Fleming Gulf

8.55 Opening Remarks from the Chairman **Kris Wadia**, Founder and CEO, Humanized Leadership, UK

Attract, Develop, Inspire, Engage & Retain

9.00 **Qatarization Case study: Ooredoo Succession planning as an effective tool in retaining top Qatari talent**

- Changing Qatari Work force Demographics
- Ooredoo Succession Management & Planning Program (SMPP)
- Result of succession on Qatarization

Bothaina Hassan Al Ansari, Senior Director HR
Ooredoo, Qatar

9.40 **How to create a Talent-friendly Organization**

- HR from Outside-In and the country context
- Building Talent Capability
- Nationalization Effectiveness and ROI

Abdulmajeed Al Balushi, Head Functional Services
Takatuf- Subsidiary Of Oman Oil Company

10.20 **Bonding Education with Workplace and Shape Future Leaders with Entrepreneurial Skills**

- Bonding education with workplace
- Enhancing education outcome
- Produce new research via young generation
- Evaluate your organization through fresh eye

Hamad Eghdani, Director of Government Relations & Emiratisation, Emaar Hospitality Group & Emaar Hotels

11.00 Tea/Coffee Break

11.30 **Preparing the National Talent into Technical Positions**

- National talents acquisition: Diploma holders, and university graduates. Briefing on apprenticeship.
- Generic training: pride program, induction, HSE, industry orientation (e.g., Oil Industries Orientation in case the organization belongs to O&G sector), Soft skills, etc.
- Specific OJT on basic facilities in the organization related to employee discipline.
- Familiarization with directorates, groups and teams in the organization (site visits)
- Specific advanced technical training for university graduates.
- Practice under supervision for almost one year. Upon completion, an employee becomes operational.
- Operational employees competency assessment, PDP, training action plans implementation and training evaluation.

Munib Shadid, Learning & Development Head
Kuwait Oil Company

12.10 Breakout Sessions

TRACK A – Current Approaches to Attract and Retain the Local Talent

ROUND TABLE LEADER-

Abdulmajeed Al Balushi, Head Functional Services
Takatuf- Subsidiary Of Oman Oil Company

TRACK B – Current Approaches to Engage the Local Talent

ROUND TABLE LEADER-

Munib Shadid, Learning & Development Head, Kuwait Oil Company

TRACK C – Perceptions & Expectations of the Local Talent

ROUND TABLE LEADER-

Hamad Eghdani, Director of Government Relations & Emiratisation, Emaar Hospitality Group & Emaar Hotels

(delegates will be split into smaller teams of around 20 individuals each to have independent discussions (on their respective tracks), brainstorm and arrive at conclusions). Share your concerns and views with your industry peers and review the steps required to make that change.

12.45 SUM UP OF BREAKOUT SESSION FINDINGS

(The round table leader of each group will share the conclusion with other 2 teams)

13.00 Prayer Break & Luncheon

Nationalization Strategy

14.00 **Human Capital Development Initiatives with Impact – The Tamkeen Case**

- Tackling Issues with the Highest Impact
 - o Employment and Bahrainisation
 - o Talent Development and Skill Enhancement
 - o Equipping and Preparing Our Labour Market Entrants
- Striving for Impact
 - o What we achieved
 - o How we strive for impact
- The Challenge of Human Capital Development
 - o A brief on some of the challenges faced by Tamkeen and in general nationally with regards to Human Capital Development

Dr. Abdulla Al Saáda, Senior Manager- Human Capital Development, Tamkeen-Bahrain

14:40 **IMPACT OF LEADERSHIP VISION: SAUDI SUCCESS STORY**

- Role of leadership vision, strategy & making commitments
- HR and L&D strategic roles
- Balancing idealism and reality in recruiting, hiring, transitioning and integration
- Looking to the horizon for sustainable, long-term growth
- Example: Petrofac's Saudi Future Generation Program

Dr. Daniel Brian Murteda, Manager Organization Development & Corporate Social Responsibility
Petrofac Saudi Arabia Ltd.

15.20 Tea/Coffee Break

15.50 **EVP- Employee Value Proposition in DHL**

Amina Fouad, Country HR Manager
DHL Express, Qatar

16.30 **PANEL DISCUSSION:**

It has been forecasted that 50 % of Oil & Gas workforce may retire in 2015, which creates an urgent need of knowledge transfer, development of the existing talent (which mainly comprise of young workforce) and building the skills of new joinees (fresh graduates).

- What are the challenges faced
- Strategies on board
- Facts & Figures

MODERATOR:

Kris Wadia, Founder and CEO
Humanized Leadership, UK

PANELISTS :

Dr. Daniel Brian Murteda, Manager Organization Development & Corporate Social Responsibility
Petrofac Saudi Arabia Ltd.

Abdulmajeed Al Balushi, Head Functional Services
Takatuf- Subsidiary Of Oman Oil Company

Munib Shadid, Learning & Development Head
Kuwait Oil Company

Dr. Abdulla Al Saáda, Senior Manager- Human Capital Development, Tamkeen-Bahrain

17.10 Closing Remarks by the Chairman

17.20 End Of Day 2

DAY 3 | 12th November 2014

WORKSHOP A

9.00 DEVELOPING NATIONAL TALENT TO LEAD INTERNATIONAL TEAMS

At this dynamic workshop, you will not only **learn** the tools and techniques you need to **Lead** International Teams, but also have an opportunity to **apply** them in 'live' role-plays.

- ✓ Understand the 3 major differences between your Business Culture and your international team members to help you spot challenges ... before they occur
- ✓ Discover how working Virtually across time zones magnifies cross-cultural communication challenges ... and how you can **reduce the risk** instantly
- ✓ Use the **B – R – I – D – G – E** technique to rapidly build **Trust-Based Relationships** with Clients and Employees over email, conference calls and video conferences
- ✓ Volunteer (if you wish) to practice these **proven and practical techniques** yourself during the 'live' role plays

Kris Wadia is the Founder and CEO of Humanized Leadership, an Executive Coaching and Performance Diagnostics practice, launched after a successful 16 year career as a Managing Director with Accenture. Kris helped build Accenture's Global Delivery Network which grew to over 180,000 employees in 27 countries in 12 years. 30,000 employees have completed his "Effective Cross Cultural Communication" program which he also conducted for several Fortune 500 companies. Kris has also worked for the Pearson Group in Hong Kong, Singapore's OCBC Bank, and had expat roles in the USA and India as part of a career spanning over 50 countries. Quoted by the FT, CNN and Business Week, Kris is considered a thought leader in Leadership, Cross-Cultural Communication and Virtual Teaming. He is undertaking a doctorate at Middlesex University and has written 4 books on marketing and finance. Kris speaks English and Hindi fluently and can get by in Cantonese and French.

WORKSHOP LEADER



Kris Wadia
Humanized
Leadership, UK
Founder and CEO

12.00 Prayer Break & Luncheon

WORKSHOP B

1.00 Key Performance Indicators & HCD Strategic Planning

Learn

- ✓ Challenges in developing talents
- ✓ realizing talents of existing candidates as part of retention process
- ✓ developing talents (lateral succession planning)
- ✓ monitoring, measuring, and rewarding talents
- ✓ How to build Key Performance Indicators

Zack Abdi is managing a group of activities include ERP/CRM solutions to Alternative Energy Solutions, Environmental Solutions, CSR Training & Verification/Assessment, and Competency Development for Sustainable Human Resources. Zack introduced and designed Employee Performance Management System to monitor, recognize, and reward "Good Performer". All competency designed by Zack is based upon Criterion Reference Instruction (CRI) for easy understanding with the nationals. Zack is a regular speaker for Nationalization Program and processes and HR solution. Zack is working for Co-op program for universities students to achieve the first hand skills via skills transfer Internship Program through competency development frameworks as part of CSR initiatives. Zack, realizing the graduates who are from non-technical disciplines thus creating a gap of nationals in the Gulf region not getting employment opportunities has introduced Robotics Program for children at Dubai Municipality Children's City as part of Sustainable Human Development and Resources. Zack is a chairman for the CSR Group for Dubai Quality Group advocating in Corporate Governance and leading to Good Corporate Citizenship through Good Practices.

WORKSHOP LEADER



Zack H. Abdi
Provectus
Middle East
Managing Director

16.00 End Of Conference

Meet Our Partners

Silver Sponsor Jawa Talent



Jawa Talent is the new International Venture from the Jawa Group of Companies in the Kingdom of Saudi Arabia and is committed on delivering a seamless, integrated approach to Talent Management. This flagship of Jawa is the first technology-driven Talent Management Solutions Lab in the GCC (Gulf Cooperation Council) and MENA (Middle East & North Africa) region which was established in the

Kingdom of Bahrain after being supported by the best strategic partners in the Talent Management space. Having successfully completed extensive research and feasibility studies, we have now launched a comprehensive portfolio of solutions and services specifically tailored for the region. As a technology-centered initiative, we have received an exciting response, and now look forward to advancing a prosperous future with key stakeholders within the public and private sectors through this strategic & innovative initiative of Jawa Talent.

Khaljana



In association with the Federation of the GCC chambers, Jawa Talent has developed the first of its kind strategic initiative "Khaljana" which is dedicated to supporting localization in the GCC Countries. Khaljana has the largest database of gulf nationals which will not only make candidates available for companies operating in the GCC but it will also facilitate interactive video interviewing, gamification

assessment tools, and much more. Through Khaljana we are dedicated to assist Gulf nationals in reaching their maximum potential through providing them with the right opportunities. Today, the Khaljana project is supported by GCC Ministries of Labor along with the chambers of commerce and we have great aspirations for the project to completely revolutionize the way companies hire candidates.

Networking Partner

Qatar Finance and Business Academy (QFBA)



QFBA operates under the auspices of QFC Authority set up with the intention to create a Qatar-based learning and development organization for delivering pragmatic and innovative financial services education. Our programs benefit entry-level to senior level executives within sectors of banking, asset management, capital markets and insurance. QFBA has a mandate to enhance the training

& competency standards in Qatar's financial sector. Our learning is designed around the critical issues facing the organization and industry within the national, regional and global context. QFBA Roles: Certificates regime developer – through Financial Markets Development Committee (FMDC) or by working with individual regulators (eg Qatar Central Bank, Qatar Financial Markets Authority, Qatar Financial Centre Regulatory Authority etc.) Executive training provider – via tie-ups with delivery partners like CCL Academy, Chartered Institute for Securities & Investment (CISI) etc. Exams administrator – via exclusive tie-up with Prometric, a world-wide leader in the test administration industry.

Supporting Partner

AESC



The Association of Executive Search Consultants (AESC) is the worldwide professional association for the retained executive search and leadership consulting industry. The AESC promotes the highest professional standards in retained executive search and leadership consulting through its industry recognized Code of Ethics and Professional Practice Guidelines. The AESC also

serves to broaden public understanding of the retained executive search and leadership consulting process and acts as an advocate for the interests of its member firms. The AESC also offers www.bluesteps.com, a career management service for senior executives, and www.executivesearchconnect.com, a free service for the HR community offering industry information and tools to assist with senior executive recruiting, including access to the AESC's International Executive Search Directory.

Meet the Speaker Panel

Haya Nasser Al-Attiya, Associate Vice President for Student Success and Development, Qatar University

As the Associate Vice President for Student Success and Development at Qatar University (QU), Mrs. Haya Al-Attiya is fortunate to be in a position to facilitate change in society by working closely with Qatar's talented and ambitious youth – the future leaders of Qatar. Prior to her role as AVP, Mrs. Haya was the Director of the Career Services Center at QU, which she reorganized to provide more comprehensive services to QU students as they discover their potential career paths. She also initiated efforts to cultivate and increase the sponsorship, internship and employment opportunities for QU students by expanding the number and scope of career-related events and activities, both on and off-campus. Mrs. Al-Attiya is an active leader and represents her organization in various community events on the national and international levels.

Dr. Kholode Al Obaidli, Vice President National Talent Management, Qatar Airways

Kholode Al-Obaidli is Vice President National Talent Management at Qatar Airways based in Doha, Qatar. She heads up the National Talent Management Department that is responsible for advocating and implementing Nationalisation within Qatar Airways reporting into the Chief Human Resources Officer. National Talent Management is the promotion of Qatari nationals already in the workplace whilst improving recruitment and retention of nationals. Dr. Al-Obaidli holds a PhD in Public Policy and Education from the University of Birmingham, UK. She also has received both a Master Degree from the University of Manchester, UK and a Bachelor Degree from Qatar University. She is one of a handful of Qatari women holding a PhD and is a strong advocate of women's issues in the Arabian Gulf countries. She is also one of the few senior women in the aviation industry in the Arabian Gulf. As a scholar, she has numerous publications, among her most recent was "Implementation K-12 Education Reform in Qatar's School", written in association with RAND researchers, Santa Monica, California, USA. In 2007, Dr. Al-Obaidli was selected as the first Qatari to serve as a RAND Summer Associate, RAND Headquarters, Santa Monica. She has also presented papers at distinguished conferences such as BERA Conference and IPDA Conference in UK. Her career spans 16 years of teaching and management. She previously served as Director of the Overseas Student Scholarship Office and Director of Strategic Planning and Development at Qatar Olympic Committee.

Bothaina Hassan Al Ansari, Senior Director HR Ooredoo, Qatar

Paving the way for Qatari Women to play an active role in Qatar's Vision for 2030 Bothaina Al Ansari is a born leader. Voted 19th most powerful woman in Arab Nations 2012 Bothaina received a Qatar Business Women Award for her Qatarisation work at Al Rayan Investment. Using her degrees from universities in Qatar, London and Cairo, she founded and manages Qatariat, a company that specialises in helping Qatari women advance into the workforce. Qatariat has three elements: the Qatariat Training and Development, Qatariat Magazine, and the Qatariat Development Consultancy. Recently appointed to HR Director for Q-Tel in January 2012 and Ambassador of Women Leading Change Qatar (WLC Qatar) launched in April 2012, Bothaina leaves many in her wake. Collaborating with Gender Diversity Specialist Rachel Petero to create WLC Qatar is a partnership that now takes her vision to a global audience. First time Executive Producer for Project 'Rising Star' Bothaina believes documenting Qatari Women on film during this time of transition is an amazing opportunity. An accomplished inspirational speaker in both English and Arabic, Bothaina is sought after by media for her strong and personal views including Al Jazeera, BBC, CNBC and Abode Magazine. Participation in global panels like UNCTAD XIII on women and empowerment in April 2012 keep Bothaina close to the global issues she is passionate about. A devoted mother of four and wife Bothaina is a leader of positive change, role model, entrepreneur with a heart and active Ambassador of Qatar.

Sharoq Al Malki, Chief Human Capital Resource Officer, Commercial Bank of Qatar

Ms. Sharoq Al-Malki is the Chief Human Capital Officer at the Commercial Bank. She holds a Master's degree in Social Policy and Administration from the University of Nottingham, UK. She is also a Doctor of Philosophy candidate (Business Administration); specializing in industrial / organizational psychology. Ms. Al-Malki is a specialist in change management, performance management, employee engagement, and talent management. In her capacity with the HR and Administration Departments, she has regularly commenced policies conducive to the best interests of employees and the organization. In 2013, Ms. Al-Malki was the winner of the HR Professional of the year at the HR Summit and Expo. Last year she was the winner of the Qatar Business Woman Award for her outstanding efforts for the category of Future Goals and Financial Performance. Ms. Al Malki has been selected as a member of the Golden Key International Honour Society - the world's largest honour society recognizing and encouraging scholastic achievement and excellence from all academic disciplines.

Alharith Alatawi, Chief Executive Officer, Khaljana

With a background in Finance from John Molson School of Business, Alharith has ventured out to be key in setting strategies and modeling feasibilities for many of the large successful enterprises we see today. He has extensive experience in Real Estate Investments and has been involved in the development & management of some of the biggest Development Projects in Bahrain. Alharith developed interest in Human Capital Development since his first managerial position where he was very passionate about developing local young talent. After joining Jawa Talent, the first Talent Management Solutions Lab, he and his colleagues set out to have a project "Khaljana" dedicated to assist Gulf Nationals by matching them with the right opportunities. Today, Khaljana is supported by the Chambers of Commerce and Ministries of Labour and has a huge outlook to help Gulf Nationalization.

**Abdulmajeed Al Balushi, Head Functional Services
Takatuf- Subsidiary Of Oman Oil Company**

With an exposure to both public and private sectors, Abdulmajeed has an expensive experience as HR professional and worked in different HR disciplines and functions. Prior to joining Oman Oil as Manager- Shared Services, his last position was Chief Corporate Affairs Officer at Oman Mining Company. In addition, he worked in different industries including Infrastructure, Oil & Gas, Shipping, Mining and Training & Consultancy. He was one of the founders of the Omani Society for Human Resources Management (OSHRM) - Under Establishment. Abdulmajeed is a Level 7 CIPD certified in Organisation Design and Development.

**Essa Al Mulla, Chief-National Work Force Development
Knowledge & Human Development Authority, UAE
Emirates National Development Program (ENDP)**

Essa Al Mulla is currently working as the ENDP Executive Director reporting to the Director General of Knowledge and Human Development Authority. The mandate of this program is to develop and train UAE nationals to join the private sector. His duties involve Corporate Relationship Building, Sector Committees, Work Placement for ENDP Candidates, Attitudinal Change. He has Graduated from University of Lincolnshire & Humberside BA (BIS) and have also attended the Young Management Programme (YMP) by INSEAD in Fontainebleau -France and Singapore. Before ENDP, he worked with Eppco/Enoc and Microsoft.

Abdulla Al Mansoori, Director Career Fair, Qatar Foundation

Abdulla Ahmad Al Mansoori, Director of Qatar Career Fair Centre, member of Qatar Foundation since 2008 and a credited Qatari reference in Career Guidance, which acquired him the title of "Career Man". Al Mansoori took on the responsibility of creating, leading and managing student and career activities' related centres within Qatar University, where he left a remarkable trace. He served as instructor at the college of business and economics in Qatar University as well as at the Institute of Administrative Development, teaching management and accounting courses. Highly qualified accounting and finance expert by education, he holds an M.S. in Accounting & Finance from De Montfort University, U.K. Academic instructor/lecturer and a career counselor by passion and practice, Abdulla Al Mansoori has weathered the storms from three main angles: business, academia and social/community development.

**Iqbal Noor, Vice President HR Business Support & Performance
Management, du, UAE**

Iqbal Noor is the Vice President HR Business Support & Performance Management at du, UAE. Iqbal has been in the UAE for over 15 years, during which time he has been the Head of HR at wasl (Dubai Real Estate Corporation), Head of Training at Mashreq Bank and Business Partner HR at Emirates NBD, where he also led the HR Integration through the Emirates NBD merger. Prior to coming to Dubai, Iqbal did consulting in Pakistan, with Pepsi Cola International, Shell and Hoechst Pharmaceuticals as some of his major clients. Iqbal has led workshops and spoken in conferences in India, Pakistan, Malaysia, Bahrain and the UAE. Iqbal is also a frequent guest speaker at the Higher Colleges of Technology and other educational institutions talking to students on personal leadership and career choices.

**Munib Shadid, Learning & Development Head
Kuwait Oil Company**

Munib Amin Shadid has 36+ years of diversified experience in the Oil & Gas sector both upstream and downstream. In the last ten years he dedicated his effort on assuring quality/ effectiveness of talent development activities. At present he is the Learning and Development Specialist in KOC who is handling the Operations competency system. Munib Shadid has joined Jordan petroleum Refinery Company (JOPETROL) after he gained his BSc. In Chemical Engineering in 1977 and continued in JOPETROL till 2005. During this period he left JOPETROL for two years (1980 - 1982) and joined Azzawiya Refinery in Libya to serve as Lecturer and On Job Instructor, then he rejoined JOPETROL. During his service in JOPETROL he joined the University of Jordan (1989 - 1992) and gained his MSc. in Industrial Engineering. During 2005- 2007, Munib Shadid has joined Abu Dhabi Oil Refining Company as Senior Training Coordinator/ Head of the Training Center. He left Abu Dhabi Oil refining Company and joined Kuwait Oil Company in Jan. 2008 and still serving as Learning and Development Specialist. Munib Shadid has many other achievements: He was the author/ co-author of (12) scholastic books for MOE- Jordan, (18) training units for VTC- Jordan, and dozens of training manuals and papers. He worked as part-time lecturer in Al-Petra Community college in Jordan, CAMS developer, internal auditor of HSE, ISO 14001 and OHSAS 18001 in KOC, and many other achievements.

**Dr. Daniel Brian Murteda, Manager Organization Development &
Corporate Social Responsibility, Petrofac Saudi Arabia Ltd.**

Daniel specializes in local talent training and development for Petrofac. He is also responsible for women's workplace issues, CSR projects to develop local talent, and speaks around the GCC on management, communications, and training. As a 3rd generation American, Daniel followed in the footsteps of his father, by starting out as a publicist in Hollywood for movie stars and celebrities, and later on switched to writing for campaigns of a US Senator and state governor. After this, he came to Saudi Arabia to work in executive communications and HR at the joint venture of Bechtel Corporation and Lucent Technologies, which were installing the first Internet and mobile phone networks into the Kingdom in the early 1990s. Soon after he accepted a professorship at King Fahd University of Petroleum & Minerals in Dhahran, Saudi Arabia, teaching management communications and advertising. In the Kingdom, he was been a consultant during the startup of the Royal Consultative Council

Majlis as Shura, for major Saudi businesses, SABIC, and Saudi ARAMCO. He also edited a book about SABIC, the petrochemical giant. He has also taught English, communications and management at the University of Michigan and Ohio University in the USA, and lectured at MIT, and the University of Toronto.

**Hamad Eghdani, Director of Government Relations & Emiratisation
Emaar Hospitality Group & Emaar Hotels**

A senior Human Resources professional within the hospitality industry; Hamad Eghdani is the Director of Government Relations & Emiratisation currently based at Emaar Hospitality Group and Armani Hotels & Resorts. He is responsible for designing, and executing, a long-term strategy for driving the recruitment, and development, of Emiratis, as well as implementing the Emiratisation targets set by the group across all levels. In addition to assisting HR Directors, he also analyses vacancies that suit UAE nationals, leads hiring of Emiratis for identified positions, and works towards enhancing their career paths. He also liaises with the concerned governmental bodies on aspects related to Emiratisation, and HR development, extending his support, not only within Emaar, but to other companies as well through supporting their Emiratisation programmes. Eghdani previously worked as a Trainer & Consultant with Dubai's Maharat Programme, developing training courses to promote Nationalisation, and conducted various hospitality and retail industry related programmes. During his career he has also worked as Senior Cabin Crew – Business Class with Emirates Airline, and also served in the UAE Army as Sergeant in Logistics. Eghdani is currently a public speaker and a life coach along with his current career. Fluent in Arabic, English, and verbally in French, he completed the Higher Diploma Course in HR, as well as a Bachelor's Degree in e-Business Management from Dubai Men's College. Eghdani is also the Founder of the Emiratisation Committee for the Private Sector. He has also started the Al Tamkin initiative which supports the UAE Vision 2021, this initiative enables the Emirati youth to enrich their knowledge through different experts touching on their personal & professional skills.

**Dr. Abdulaziz Al-Horr, CEO, Qatar Finance and Business
Academy (QFBA)**

Dr. Abdulaziz Al-Horr is currently the CEO of Qatar Finance and Business Academy (QFBA) with a distinguished academic background that includes a Ph.D. in Science Education - Durham University (UK, 1996), Master's degree in Education - Florida (USA, 1993) and a B.Sc. from Qatar University (Qatar, 1990). Before joining QFBA, Dr. Abdulaziz Al-Horr was the Director of Aljazeera Media Training Center, Director of Corporate Development Bureau. He was also the Director of the Arab Educational Training Center for GCC From 2003 – 2007, and the Assistant under Secretary of Planning and Curriculum Development at the Ministry of Education from 1999 to 2002. Before that, he was professor of Science Education at University of Qatar. Dr. Abdulaziz Al-Horr served as a Board of Directors' Member of Qatar Foundation's Social Development Center of, the Supreme Council of Family Affairs' Social Rehabilitation Center, and Chairman of the Qatar National Volunteer Award Committee. Throughout his professional life, he worked as consultant and professional trainer to various educational organizations in the GCC region. He published more than 20 books and articles on creative learning, education development and leadership. In recognition of his outstanding efforts in developing the education sector, Dr. Abdulaziz Al-Horr was the recipient of several awards such as State Award in the field of education, and Ali Bin Abdulla International Award.

Rt. Dr. Nairouz Bader, Global Board Director, AESC

Rt. Dr. Nairouz Bader serves the Association of Executive Search Consultants (www.aesc.org) as a global board director and was appointed the Middle East Chairwoman in 2013, thus setting standards to the industry as a whole, across the Globe. She served the Rotary organization as a board director, the Universal American School as a PTO president, she is (Official OSEC Expert) the Human Resources international expert, certified by Switzerland Global Enterprise (www.s-ge.com), Switzerland. She is also the Chief Executive Officer of Vision Executive Search (VES). In her role, Nairouz serves her clients in the recruiting of Board of Directors, Chairman, C suit, Division and Subsidiary Presidents and Vice Presidents. This broad base of commercial & business experience has covered markets in North America, Europe, Emerging markets including the Middle East and North Africa. She has started her career in the pharmaceutical and life science industry starting with Hoffman La Roche, Glaxo Wellcome and moving on afterwards to the graduate education sector, International Business Consulting, followed by another move to the Executive Search Business where she found her passion. Nairouz lived most of her life in the United Arab Emirates, few years in Europe, Canada and USA. Educated in several countries in Europe and North America. She is a pharmacist by profession and has several post graduate degrees including a Masters in Managerial Leadership from U.S.A.

**Naim Al Sous, HR- Senior Employee Relations Supervisor
Qatargas**

Naim Al Sous is currently the HR Employee Relations Supervisor for Qatargas. Naim is responsible for Providing employees and supervisors with guidance related to personnel policies, regulations and practices, fostering good employee relations with employees and line management etc. He is the primary contact for National Employees for all matters related to employee relations and provide guidance, support and training to Qatari National staff. Previously he served as HR consultant / Talent Acquisitions Senior Specialist in Mubadala. Naim is a Regional HR Generalist with over 18 years of HR experience with Employee Relations and Investigations, Performance Management, Talent Acquisition, Manpower planning, Resource Mobilization, Policy formulation, Compensation Planning, Training & Development, Benefits Administration, Systems implementation consulting and design, Job Evaluation