

THE FAHR
INTERNATIONAL
CONFERENCE 2016



مؤتمر الموارد
البشرية
الدولي 2016

مستقبل الموارد البشرية ودورها في تطوير
وتحويل الكفاءات الحكومية
The Future of HR and its Role in Transforming
Governmental Capabilities

أكبر حدث للموارد البشرية الحكومية في الشرق الأوسط
The Middle East's Largest Government HR Event

20 - 17 أبريل 2016
قاعة الشيخ مكتوم، مركز دبي التجاري العالمي
17 - 20 April 2016
Sheikh Maktoum Hall, Dubai World Trade Centre

Transforming Human Capital Management

A local prospective

Global and local changes affected HR Management practices in the last two decades leading towards a cooperative approach between employees and organizations for the sake of mutual interests and business effectiveness.

Innovation

Innovation will be the driving force in generating intellectual approaches in development plans and programs. " Innovation" will be supported by; National Innovation Strategy, Innovation Awards, Innovation events, and Innovation Hosts.

Transforming HR Relations

Excellence Awards, Competency Management, TVET, and the National Service Program helped enhancing Employee/ organization ties and shall further support business relations.

Career counselling

Current counselling practices focus on career exploration rather than tackling critical issues like talent immigration, management of change, business relations, etc.

Career counselling

MENTOR

- A volunteer, a God Father
- Does not necessarily belong the same org. unit
- Wealth of knowledge and experience
- Long serving
- Provide high level consultancy and advice
- Approach the Big Boss
- Promote corporate value & culture
- Passionate & caring

COACH

- Belongs to Coaches, specific functional discipline
- Conduct TNA
 - Action plan, Evaluate progress, modify, feedback
- Competencies:
 - Organizational Standards
 - Effective Communication
 - Facilitating learning
 - Interpersonal skills

CAREER COUNSELOR

- Belongs to HC
- Wide range of counseling to different organization units.
- Focus on behavioral aspect of learning
- Emphasize on work ethics, code of conduct
- Custodian of training records management
- Competencies:
 - Organization behavior
 - Cultural orientation
 - Change management
 - Interpersonal skills

Competency management

- Developing economies will increasingly rely on personnel with high potential and special talents that add value to relevant businesses.
- Competency management will be modified and developed further to meet such industry demands.

Relations with Academia

- Cooperation between industry and academic institutions produced new mechanisms/systems that enhanced HCM practices.
- Business sector will have closer ties with local HE entities particularly in talent attraction and specific R&D issues.

Technology

Employment Technology:

- Advanced technologies will assist HR adopting certain non-conventional but more effective recruitment practices.
- Technology will ease “Talent immigration” adding another challenge to HCM agenda.

Manpower Planning

Local Organizations will adopt additional standards to meet their HC requirements and business plans, including demographic map, Tawteen, women empowerment, technology effectiveness, etc.

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Thank you