

# atd

# KUWAIT SUMMIT

مؤتمر منظمة تطوير المواهب

# 2023

Summit & Exhibition:

**October 16 - 17, 2023**

ATD Certificate Programs:

**October 15 - 18 & 19, 2023**

Jumeirah Messilah Beach Hotel & Spa, Kuwait

Reinvent the Rules of Learning.  
Shape the Future of Work.

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**Dear Friends,**

We would like to welcome you to the second annual ATD Kuwait Summit!

We are excited to have you here to learn, network, and discuss the latest trends and challenges in the HR, talent, and learning and development profession.

This year's theme is "Reinvent the Rules of Learning. Shape the Future of Work." We believe that the world of work is changing rapidly, and that learning and development professionals have a critical role to play in helping organizations and individuals to adapt and thrive.

Over the next two days, you will have the opportunity to learn from experts, network with colleagues, and solve your business challenges. We have a packed agenda of thought leadership sessions, panel discussions, debates, presentations, and networking sessions. We also have three globally accredited ATD certificate programs on offer.

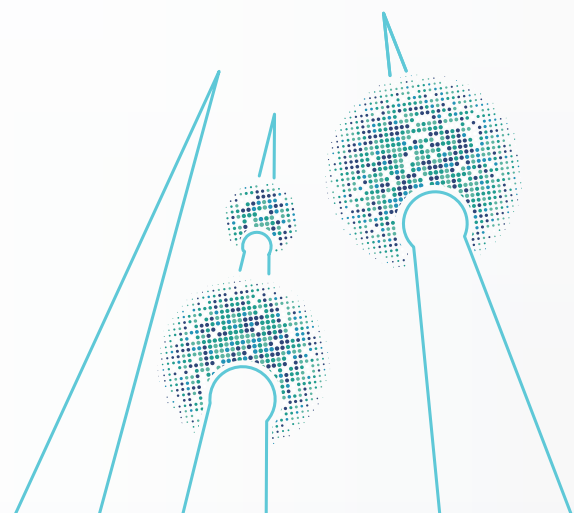
We hope that you will take full advantage of all that the ATD Kuwait Summit has to offer. We are committed to providing you with the knowledge and skills you need to succeed in your career and make a difference in your organization.

We look forward to a productive and enjoyable summit!

Thank you for being here.

Sincerely,

**The ATD Kuwait Summit Team**



# ATD Certificate Programs:

## Invest in your future

15 October 2023

### **Fundamentals of Training & Facilitation Certificate (Arabic)**

Deliver outcome-based training.

#### **Course Facilitator**

NADER BECHINI

ATD Master Trainer, Regional Director MENA  
ROI Institute

18 -19 October 2023

### **Coaching Certificate**

Help others develop, take action, and reach their goals

#### **Course Facilitator**

NADER BECHINI

ATD Master Trainer, Regional Director MENA  
ROI Institute

18 -19 October 2023

### **Creating Leadership Development Programs Certificate**

Develop impactful programs that will develop your future superstars

#### **Course Facilitator**

SEEMA NAGRATH MENON

Talent Development Architect at CALM Worldwide  
ATD Master Facilitator, and MGSC Leadership Coach | UAE

# ATD Kuwait Summit Speakers:

## Learn from the Best



KEYNOTE SPEAKER

**Dr. Corrie Block**

Leadership Expert, Business Strategist,  
Organizational Behaviorist, International  
Author & Speaker



KEYNOTE SPEAKER

**Dr. Thilo Eckardt**

Chief Inspiration Officer & Founder  
MyLearningBoutique Sàrl



CHAIR

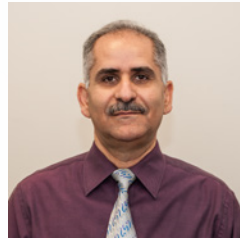
**Hamza Taqi**

Chief Excitement Officer  
Knowledge Consulting Company



**Nader Bechini**

ATD Master Trainer, Regional Director MENA  
ROI Institute



**Dr. Abdelbasit Ayoub**

Leadership Trainer & Executive  
Coach  
Saudi Aramco



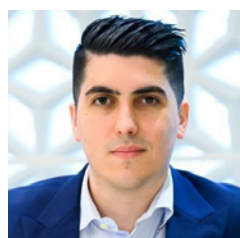
**Peter Kelly**

Executive Vice President HR  
Kuwait Financial Centre - Markaz



**Hilal Al Jadidi**

Chief Human Capital Officer  
OMRAN Group



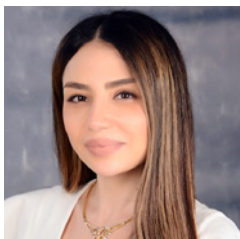
**André Viegas**

Learning & Development Manager  
Jazeera Airways



**Rania AlGhamdi**

Director of HR Service  
Johns Hopkins Aramco Healthcare



**Dr. Randa Diab-Bahman**

Senior Lecturer, Author  
Kuwait Technical College



**Saleh Al Anazi**

Director of Talent Management  
Ma'aden



**Valeria Cardillo Piccolino**

Senior Behavioural Scientist  
Coachhub

# ATD Kuwait Summit Speakers:

## Learn from the Best



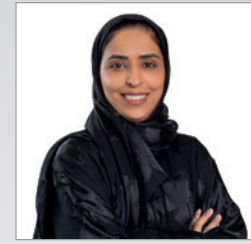
**Abdulaziz Al-Roomi**

Head of Learning & Talent, Amazon Best  
Selling Author, Executive Coach  
Boubyan Bank



**Emad Ahmad Al-Ablani**

Head of Group Human Resources  
NBK



**Fatima Sultan Al-Kuwari**

Group Chief Human Resource Officer  
Ooredoo Group



**Dr. Scott Pezanowski**

President  
BrightWorld Labs



**Ghada El-Kadi**

Executive Manager of Learning & Talent Development  
Burgan Bank



**Eng. Suha Isaac AlAwadhi**

Head of Training Department  
Kuwait Institute of Banking Studies (KIBS)



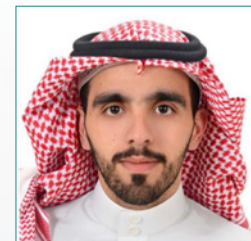
**Seema Nagrath Menon**

Talent Development Architect at CALM  
Worldwide, ATD Master Facilitator, and  
MGSC Leadership Coach



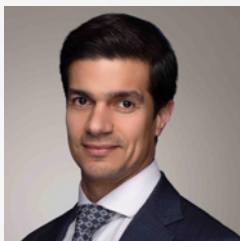
**Vas Theocharides**

Associate Director  
ATD Global



**Abdullah Binsulaiman**

Head of Leadership Development  
Channels by STC



**Ahmad Rajab**

Senior Group Director - HR  
ACICO Group



**Dr. Yasmin Al Bulushi**

Senior Advisor  
Royal Academy of Management - RAM



**Abdullah AlSalamah**

Chief Human Capital Officer  
Alinma Bank



# ATD Kuwait Summit Agenda:

## Your Guide to Two Days of Learning and Networking

### Day one | 16 October 2023

08:00 - 08:55 Registration and Networking Coffee

09:00 - 09:05 PAAET Speech  
**Eng. Jalal al-Tabtabai** | Deputy Director General for Training | The Public Authority for Applied Education and Training

09:05 - 09:10 ATD Welcome Remarks  
**Vas Theocharides** | Associate Director | ATD Global

09:10 - 09:15 Opening Remarks

09:15 - 10:15 Opening Keynote

#### Business is Personal: Driving Sustainable Impact Through Employee Engagement

To create long-term value, organizations must rely on their most valuable asset - their people - to succeed. HR and learning departments are no longer support functions but integral strategic partners in shaping the future of work. This keynote presentation shares global best practices that equip HR leaders with the tools to drive organizational transformation and innovation through effective talent management strategies, employee engagement, and culture development. Attendees will learn how to:

- Transform L&D into a strategic business partner in an organization through practical steps.
- Demonstrate the levels of HR contributions to the business for superior performance.
- Examine HR's biggest opportunities to increase credibility and value to the organization.

**Dr. Corrie Block** | Leadership Expert, Business Strategist, Organizational Behaviourist, International Author & Speaker | UAE

10:15 - 11:00 Plenary Panel Debate

#### The Evolution of the CHRO and CLO: Navigating Changing Times

Organizations must be agile and adaptable to stay competitive in a rapidly changing business landscape. As organizations navigate a rapidly changing business landscape, chief HR officers (CHROs) and chief learning officers (CLOs) are responsible for ensuring their workforce is equipped with the skills and knowledge needed to succeed in the future of work. Featuring local and regional HR and learning leaders, this interactive panel will discuss how to:

- Build flexible teams and develop skills to adapt quickly to new challenges and opportunities.
- Adapt to the impact of emerging technologies.
- Lead structural change to reduce turnover and retain top talent.
- **Peter Kelly** | Executive Vice President HR at Kuwait Financial Center Markaz | Kuwait
- **Fatima Sultan Al-Kuwari** | Group Chief Human Resource Officer at Ooredoo Group | Qatar
- **Hilal Jadidi** | Chief Human Capital Officer at OMRAN Group | Oman
- **Abdullah Binsulaiman** | Head of Leadership Development at Channels by STC | Saudi

#### Moderator:

**Dr. Scott Pezanowski** | President at BrightWorld Labs | Kuwait

11:00 - 11:15 Speed Networking - A Structured Networking Session  
**Hamza Taqi** | Chief Excitement Officer at Knowledge Consulting Company | Kuwait

11:15 - 11:45 Networking Break on the Exhibition Floor

11:45 -12:15 Local Case Study

#### Driving Business Success Through Strategic HR and Talent Development: A Kuwaiti Case Study

Kuwait is experiencing a rapid transformation in its business environment, making it crucial for organizations to invest in strategic HR and talent development initiatives. What do CEOs currently need from HR and TD leaders in Kuwait? During this practice session, we will explore the importance of developing a comprehensive talent management strategy—from recruitment and retention to leadership development and succession planning. Attendees will learn how to:

- Find and attract qualified talent in a scarce market.
- Develop practical strategies for driving business success.
- Measure the effectiveness of HR and talent development initiatives.

**Abdulaziz Al-Roomi** | Head of Learning & Talent - Boubyan Bank, Amazon Best Selling Author, and Executive Coach | Kuwait

# ATD Kuwait Summit Agenda:

## Your Guide to Two Days of Learning and Networking

### Day one | 16 October 2023

12:15 -12:45 Regional Case Study

#### Developing Future Leaders Post-Pandemic: Key Characteristics and Training Framework

The post-pandemic business environment requires a new breed of leaders with unique skills and characteristics to navigate the challenges ahead. Leadership development programs must go through fundamental restructuring to assess and establish the skill sets required for leaders to drive success. This session will explore the importance of developing leaders possessing emotional intelligence, adaptability, and the ability to think strategically. Attendees will understand:

- How leaders adapt to times of change and uncertainty and the main outcomes of effective leadership beyond business results
- Top-down versus bottom-up leadership—the benefits and challenges of each
- How to empower leaders to foster a culture of innovation and learning

**Dr. Yasmin Al Bulushi** | Senior Advisor at Royal Academy of Management (RAM) | Oman

12:45 -13:45 Networking Lunch

13:45 -14:05 TED-Style Talk

#### Breaking Barriers: Are Women Treated Fairly in the Kuwaiti Workplace?

Despite progress towards gender equity in many parts of the world, women continue to face significant challenges and barriers to their success in the workplace. To what degree is this true in the Kuwaiti workplace? This TED-style talk will examine the current state of gender equity, focusing on:

- The challenges faced by women in entering and advancing in the workplace
- A woman's perspective on how to create a more inclusive and equitable working environment
- The skills needed to become an effective leader in male-dominated industries

**Dr. Randa Diab-Bahman** | Senior Lecturer at Kuwait Technical College & Author | Kuwait

14:05 -14:40 Regional Case Study

#### Promoting a Culture of Inclusivity for Organizational Excellence

A culture that actively promotes inclusivity recognizes and celebrates the diversity of its workforce, acknowledging the unique strengths, perspectives, and experiences of every employee, regardless of their background or belief system. By creating an environment where everyone feels they belong and their voices matter, organizations can tap into heightened levels of creativity, innovation, and overall job satisfaction. Such a culture does not just enhance performance; it paves the way for sustainable organizational growth. In this session, we'll delve into actionable steps to cultivate such an inclusive environment. Key takeaways from this session include:

- Techniques to promote collaboration and innovation, thereby boosting organizational results.
- Approaches for creating inclusive environments conducive to enhanced decision-making and innovative solutions to complex challenges.
- Strategies to enhance employee satisfaction and retention for positive business impact.

**Seema Nagrath Menon** | Talent Development Architect at CALM Worldwide, ATD Master Facilitator, and MGSC Leadership Coach | UAE

14:40 -15:10 Networking Break on the Exhibition Floor

15:10 - 15:55 Panel Discussion

#### Human Skills in the Digital Era: Harnessing Technology to Drive Organizational Excellence

Technology, artificial intelligence (AI), machine learning, and quantum computers will soon replace human labor. As a result, businesses must reorganize the learning process to develop their employees' social and creative skills. This interactive panel will feature HR and business leaders sharing their insights and experiences on leveraging technology to augment human skills and enhance organizational performance. What disruptive trends in learning and TD will revolutionize how we learn? What will L&D look like in 2050? Attendees will learn how to:

- Develop and nurture human skills - communication, empathy, and critical thinking - in the age of automation.
- Measure the outcomes of digital automation and machine learning.
- Embrace a culture of innovation and continuous learning to support the development of technology and human skills.

- **Abdulaziz Al-Roomi** | Head of Learning & Talent - Boubyan Bank, Amazon Best Selling Author, and Executive Coach | Kuwait
- **Emad Ahmad Al-Ablani** | Head of Group Human Resources at National Bank of Kuwait (NBK) | Kuwait
- **Dr. Scott Pezanowski** | President at BrightWorld Labs | Kuwait

**Moderator:**

**Hamza Taqi** | Chief Excitement Officer at Knowledge Consulting Company | Kuwait

15:55 – 16:00 Closing Remarks and End of Day One

# ATD Kuwait Summit Agenda:

## Your Guide to Two Days of Learning and Networking

### Day Two | 17 October 2023

08:00 - 08:55 Registration and Networking Coffee

09:00 - 09:10 Welcoming Remarks by Event Chair

09:10 - 10:00 ATD Interview Session

#### Maximizing Your Potential: Navigating ATD Certification Journey

Discover the path to career development through ATD certification in this session. From the interview with the ATD certification holder, you will be able to gain actionable strategies to unlock new opportunities and propel your professional journey. This interview is tailored to help you make the most of your achievements in the field.

**Vas Theocharides** | Associate Director | ATD Global

**Ghada El-Kadi** | Executive Manager of Learning & Talent Development at Burgan Bank | Kuwait

10:00 - 10:20 Presentation

#### Adopting Hybrid Learning: Strategies, Tools, and Techniques for Maximizing Benefits

As organizations continue to adopt hybrid training, it is essential to have a plan and guidelines for maximizing the benefits of this approach. This session will demonstrate how to effectively implement interactive hybrid learning programs to bridge the gap between in-person and online learning. Key takeaways include how to:

- Develop an applicable plan and guidelines for hybrid L&D and select the tools and technologies to support that modality.
- Design engaging and interactive learning experiences.
- Measure L&D's effectiveness to create a culture of continuous improvement.

**Valeria Cardillo Piccolino** | Senior behavioural Scientist at CoachHub | Germany

10:20 - 10:50 Presentation

#### Element "X": How to up/re-skill employee's competencies?

In today's rapidly evolving business landscape, upskilling and reskilling employees are critical endeavors to stay competitive and innovative. This session will delve into proven strategies that have successfully enhanced the competencies of the workforce in KIBS to make them remain agile and skilled in response to evolving industry demands, ultimately driving organizational growth and success.

**Eng. Suha Isaac Al-Awadhi** | Head of Training Department at Kuwait Institute of Banking Studies (KIBS) | Kuwait

10:50 - 11:20 Networking Break on the Exhibition Floor

11:20 - 11:50 Regional Case Study

#### Strategic Employee Incentive Plan to Drive Organizational Growth in a Continuously Changing Economy

As companies strive for growth and innovation, having a strategic compensation and benefit plan is crucial to motivating and retaining top talent. The workforce is expected to be flexible and acquire new skills to embrace change and drive growth. This case study session will share real-life practices for developing a strategic employee incentive plan aligning with organizational goals and nurturing change. Attend this session to walk away with a toolkit to:

- Design a strategic incentive plan for driving growth.
- Align incentives with your organization's strategic priorities.
- Recognize employees who acquire new skills to embrace transformation.

**Saleh Al Anazi** | Director of Talent Management at Ma'aden | Saudi Arabia

11:50 - 12:20 Expert Insight

#### Measuring the Unseen: Unveiling Learning Impact

As investments in learning and development (L&D) continue to grow, the issue of accountability becomes increasingly important for L&D professionals. When measuring the success of L&D projects, no metric holds more significance to top executives than business impact and return on investment (ROI). In this session, you will learn six essential steps to effectively demonstrate the value of L&D projects and their benefits to your organization. This skill is pivotal in securing funding for future initiatives, aligning your L&D projects with your organization's strategic outlook.

**Nader Bechini** | ATD Master Trainer, Regional Director Middle East North Africa at The ROI Institute - MENA region | Saudi Arabia

12:20 - 13:20 Networking Lunch



# ATD Kuwait Summit Agenda:

## Your Guide to Two Days of Learning and Networking

### Day Two | 17 October 2023

13:20 -14:05

Panel Discussion

#### Navigating the Talent Drought: Strategies for Attracting and Retaining Top Talent

As organizations continue to expand and the competition for top talent becomes more intense, finding, attracting, and retaining the right talent has become increasingly difficult. The current job market is characterized by a talent scarcity that has made it hard for companies to attract and retain skilled employees. You can foster an employee journey experience culture to retain top talent. Attend this panel to learn:

- Effective recruitment and retention strategies in a scarce talent market
- Organizational branding methods that create a positive candidate experience
- Non-traditional compensation and benefit options to win the battle for top talent
- **Rania AlGhamdi** | Director of HR Service at Johns Hopkins Aramco Healthcare (JHAH) | Saudi Arabia
- **Dr. Thilo Eckardt** | Chief Inspiration Officer & Founder at MyLearningBoutique Sàrl | Switzerland
- **André Viegas** | Learning & Development Manager at Jazeera Airways | Kuwait

#### Moderator:

**Hamza Taqi** | Chief Excitement Officer at Knowledge Consulting Company | Kuwait

14:05 -14:35

Presentation

#### Enabling Flexible and Agile Working: Revolutionizing the Employee Experience

As organizations go through transformative journeys, employees must adopt flexible and agile work styles. This session will delve into embracing change, which is increasingly important in the modern workplace. Attendees will gain insight into the advantages of adaptable and agile work policies, such as increased employee satisfaction, productivity, cost-effectiveness, and how technology can support an agile workforce and enhance the employee experience. Attend this session to learn best practices to:

- Foster a sense of community among remote and on-site workers.
- Implement flexible and agile work policies that align with business goals and employee needs.
- Build a people-centered, forward-thinking culture.

**Abdullah AlSalamah** | Chief Human Capital Officer at Alinma Bank | Saudi Arabia

14:35 -15:05

Networking Break on the Exhibition Floor

15:05 -15:45

Breakout Discussions

#### Hackathon Challenge: Solving Real-Life Business Case Studies

This session is an advanced learning opportunity to dive deeper into your most important L&D priorities and partake in expert-led, facilitated peer-to-peer discussions on specific topics - an intensive series of brainstorming and collaboration opportunities to answer and overcome a specific challenge. The session will be interactive breakout discussions in the main summit room with peer-learning activities and dialogue.

Breakout discussion topics include:

- L&D Roundtable: Staying relevant and valuable with the changing times
- Action learning coaching: How to be a catalyst for transformation
- Neuroscience and leadership agility

#### Facilitators

- L&D Roundtable  
**Hamza Taqi** | Chief Excitement Officer at Knowledge Consulting Company | Kuwait
- Action Learning Coaching Roundtable  
**Eng. Ahmad Rajab** | Senior Group Director – HR at ACICO Group | Kuwait
- Neuroscience and Leadership Agility Roundtable  
**Dr. Abdelbasit Ayoub** | Leadership Trainer & Coach at Saudi Aramco | Saudi Arabia

15:45 -16:15

Closing Keynote

#### The Future of HR Tech: Leveraging Digital Learning to Transform Your HR Practice

As the world becomes more digital, HR practices must evolve to keep up with the changing landscape. HR technology, specifically digital learning, has become increasingly important in transforming traditional people management practices. This keynote session aims to equip attendees with the necessary tools and strategies to navigate the future of HR tech and digital learning. Once you understand the current state and future trends of HR tech and digital learning, key takeaways include how to:

- Develop an implementation framework for digital learning.
- Identify and address potential disruptions during the early stages of implementation.
- Optimize the learner experience (LXP) to improve performance and engagement.

**Dr. Thilo Eckardt** | Chief Inspiration Officer & Founder at MyLearningBoutique Sàrl | Switzerland

16:15 -16:25

Closing Remarks and End of Day Two

## ATD Kuwait Summit Sponsors: Partners in Progress



The Public Authority for Applied Education and Training (PAAET) is a Kuwaiti government agency that oversees technical and vocational education and training in the country. PAAET has five colleges and eight institutes, which offer a wide range of programs in fields such as engineering, technology, business, health care, and education.

PAAET is committed to providing high-quality education and training to its students. Its programs are designed to meet the needs of the Kuwaiti labor market and prepare students for successful careers. It is known for its academic excellence and its commitment to student success. PAAET graduates are in high demand by employers in Kuwait and around the world.



The Kuwait Institute of Banking Studies (KIBS) is a leading provider of banking education and training in Kuwait. Established in 1970, KIBS has been providing high-quality training to the banking sector for over 50 years.

KIBS's programs are designed to meet the needs of the banking sector, both in Kuwait and the region. The institute's faculty is made up of experienced bankers and academics, and its teaching methods are innovative and interactive.

KIBS is committed to providing its students with the knowledge and skills they need to succeed in the banking industry. The institute's graduates are highly sought-after by employers, and they go on to make significant contributions to the banking sector.



Shepherd® is an end-to-end talent management solution that enables organizations to connect, engage, manage, and grow their employees. From talent acquisition and talent development, to the core of Human Capital, Shepherd® is driving engagement, retention, productivity, performance, while improving efficiency and increasing real-time visibility. Shepherd® operates globally and offers revolutionized solutions that aim to transform the way enterprises operate and do business. It brings you the international industry best practice, applicable to your internal rules and in compliance with local labor laws. Adhering to the needs of globalization, Shepherd® supports a full range of languages, encompassing schemas from a multicultural world. Business leaders and management are offered a real-time view of all company analytics, business processes and talent management and development tools enabling them to continuously monitor their company's personal activity streams productivity and beyond.

## ATD Kuwait Summit Sponsors: Partners in Progress



CoachHub is the leading global talent development platform that enables organizations to create a personalized, measurable, and scalable coaching program for the entire workforce, regardless of department or seniority level.

CoachHub's global pool of coaches is comprised of over 3,500 certified business coaches in 90 countries across six continents, with coaching sessions available in over 60 languages. Serving more than 1,000 clients worldwide, CoachHub's innovative coaching programs are based on proprietary scientific research and development from our Coaching Lab. CoachHub is backed by leading tech investors, including Sofina, SoftBank Vision Fund 2, Molten Ventures, Speedinvest, HV Capital, Partech, and Silicon Valley Bank/SVB Capital. CoachHub is committed to creating a greener future and is a certified carbon neutral company since 2022.



Emeritus is committed to teaching the skills of the future by making high-quality education accessible and affordable to individuals, companies, and governments around the world. It does this by collaborating with more than 50 top-tier universities across the United States, Europe, Latin America, Southeast Asia, India and China.

Emeritus' short courses, degree programs, professional certificates, and senior executive programs help individuals learn new skills and transform their lives, companies and organizations. Its unique model of state-of-the-art technology, curriculum innovation, and hands-on instruction from senior faculty, mentors and coaches educates more has educated more than 250,000 individuals across 80+ countries.

Founded in 2015, Emeritus, part of Eruditus Group, has more than 1,400 employees globally and offices in Mumbai, New Delhi, Shanghai, Singapore, Palo Alto, Mexico City, New York, Boston, London, and Dubai.





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SEE YOU  
NEXT YEAR