



# KUWAIT SUMMIT

مؤتمر منظمة تطوير المواهب

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



Outsourcing vs in-house training:  
Which is better for your organization?



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# Enabling Flexible and Agile Working: Revolutionizing the Employee Experience

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## Question

What are the things currently implemented in work patterns, that if we were in 2019, you would not have thought would happen?

## What the STATS say?

- By 2025, Generation Z will comprise 27% of the workforce “Gartner”
- By 2025, 70% of the global workforce will work remotely at least five days a month. “Man Power Group”
- 85% of the jobs that will exist in 2030 haven’t been invented yet. “We Forum”
- 65% of school aged children today, will work at jobs not yet exist. “global workplace analytics”

## What the STATS say?

- Automation could replace 800 million jobs across the world by 2030 “HBR”
- By the early 2030s, up to 20% of the global workforce could be affected by the adoption of AI and automation technologies “Deloitte”
- **Artificial Intelligence could boost labor productivity globally by 40% by 2030**  
“Deloitte”
- Free-lance work rises by 11% on a monthly basis in Saudi Arabia, judging from rise of free-lance certificates

# Recent trends and statistics related to flexible and agile working

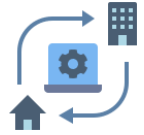
## Increase in Remote Work:

The COVID-19 pandemic has accelerated the adoption of remote work globally. According to a survey by Gartner, 82% of company leaders plan to allow employees to work remotely some of the time even after the pandemic.



## Hybrid Work Models:

Many organizations are adopting hybrid work models, which combine remote and in-office work. A survey by PwC found that 55% of executives expect their organizations to offer a hybrid work model post-pandemic.



## Rise of Digital Collaboration Tools:

With remote and agile work becoming more prevalent, the use of digital collaboration tools has increased. Platforms like Zoom, Microsoft Teams, and WebEx have seen significant growth in usage and adoption.



## Flexibility as a Key Factor in Job Selection:

Flexible working options have become a crucial factor for job seekers. A survey by Owl Labs found that 80% of employees consider the option to work remotely as a job perk, and 71% of employees would choose a job that offers flexible working options over a job that does not.



# Introduction, why is it important?

The change in the workforce, driven by factors such as:

- Technological advancements
- Globalization
- New generation of workers
- Shifting employee expectations
- Impact of COVID-19

has significantly shaped the flexible and agile working environment. Organizations have had to adapt to these changes by embracing remote work, offering flexible schedules, leveraging technology for collaboration, and adopting strategies to effectively manage distributed teams.



## New generation of workers, what sets them apart ?

The new generation of workers, often referred to as **Generation Z or Gen Z**, brings several unique characteristics and perspectives to the workforce, some of them are:

- Digital Natives. Gen Z individuals have grown up in a world saturated with technology
- They possess Entrepreneurial Mindset
- They are Socially Conscious
- Desire for Meaningful Work
- Gen Z workers are adept at communicating through various digital channels
- They value flexibility in their work arrangements and appreciate the ability to work remotely or have flexible schedules



## Definition of Flexible and Agile Working

**Flexible working** refers to a work arrangement that allows employees to have more control and choice over **when**, **where**, and **how** they work. It involves adjusting traditional work structures, such as fixed schedules and physical office locations, to accommodate individual needs and preferences.



**Agile working**, is a flexible and adaptable working environment that allows employees to work in a way that suits them best. It involves empowering employees to work autonomously, promoting collaboration and communication, and using technology to support work.



## Difference between Flexible and Agile Working

Key Difference	Flexible	Agile
<b>Focus</b>	focuses on providing employees with flexibility in their work schedules, hours, and/or location	focuses on creating a work environment that is adaptable and responsive to change
<b>Scope</b>	is often associated with adjustments made to the traditional work structure	involves a broader organizational approach to work. It encompasses agile principles and methodologies, such as Agile or Scrum, which involve cross-functional team collaboration
<b>Purpose</b>	The purpose of flexible working is to provide employees with greater control and autonomy over their work, enabling them to achieve a better work-life balance	The purpose of agile working is to create an environment that fosters adaptability, collaboration, and responsiveness to change
<b>Implementation</b>	is typically implemented through policies and practices that allow employees to choose their work schedules, adjust their hours, work remotely, or share job responsibilities.	requires a more comprehensive organizational shift. It involves adopting agile principles, methodologies, and practices across teams and departments.

## Benefits for Employees, and organizations

Employees	Organizations
Improved Work-Life Balance	Increased Productivity and Engagement
Increased Autonomy and Control	Talent Attraction and Retention
Reduced Commuting Stress and Costs	Cost Savings and Efficiency Gains
Enhanced Health and Well-being	Enhanced Adaptability and Agility

## Revolutionizing the workplace

**“Flexible and agile working can revolutionize the employee experience by empowering employees, increasing job satisfaction and motivation, and creating a positive work culture.”**

## Takeaways

**A**dvice to learn about Gen Z

**B**alance between flexibility and Governance

**C**ulture of Innovation

**D**evelop for loyalty

THANK

YOU

Questions?



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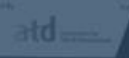
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