



12 NOVEMBER 2024

Exclusive Masterclasses:

- **Leadership Forecast Series: How to Assess and Develop Leaders** – *Hogan Assessment Systems*
- **Making Leadership Happen** – *Center for Creative Leadership*
- **Future-Ready Leaders: Succession Planning Amid Talent Scarcity in Saudi Arabia** – *Korn Ferry*
- **Your CEO's 3 Questions About Talent (and How to Answer Them)** – *Marc Effron, President, The Talent Strategy Group*
- **Strategic Global Human Capital Management** – *Jim Link, CHRO, SHRM*
- **Human Capital Analytics** – *Yamen Zein, SHRM*

DAY 1 - 13 NOVEMBER 2024

START TIME (HRS)	END TIME (HRS)	SESSION TOPIC & DETAILS	SPEAKER(S)
8:00	9:00	REGISTRATION, EXPO INTERACTION & NETWORKING	
8:50	9:00	National Anthem & Conference Opening	
9:00	9:15	Inaugural Session	Fahad bin Drees <i>Deputy Minister of Human Capital Development</i> <i>MHRSD</i>
9:15	9:25	Special Address	H.E. Dr. Bandar Alsajjan <i>Director-General</i> <i>Institute of Public Administration</i>
9:25	9:35	Welcome Address	Achal Khanna <i>Chief Executive Officer</i> <i>SHRM East</i>

9:35	10:05	<p>Keynote Address</p> <p>Transformational Leadership: Driving Organizational Success</p> <p>In line with Saudi Arabia's Vision 2030, this thought-provoking keynote address will delve into the various nuances of future-ready skills required to inspire and lead organizations effectively.</p>	<p>Jon Clifton Chief Executive Officer Gallup</p>
10:05	10:35	<p>Fireside Chat</p> <p>Building Enduring Impact: From Vision to IPO - The Tharwah Journey</p> <p>Session Partner: Tharwah</p> <p>As Saudi Arabia boldly advances toward Vision 2030, organizations that create lasting positive impact have become essential to the Kingdom's transformation. Today, we explore the story of Tharwah, a company founded on the principle of creating positive and enduring impact in everything they do.</p> <p>Founded in 2012 by Mr. Abdullah AlZahrani, Tharwah has transformed from a purpose-driven startup to a publicly traded company on the Saudi Stock Exchange, achieving a market capitalization exceeding 200 million Saudi Riyals while staying true to its founding vision. Join us as Mr. AlZahrani shares how building a business focused on lasting impact has led to extraordinary growth and success in the Kingdom's dynamic business landscape.</p>	<p>Moderator Roberto Croci Director - Value Creation & Transformation</p> <p>Abdullah AlZahrani Managing Director and Chief Executive Officer Tharwah</p>
10:35	11:00	KNOWLEDGE-NETWORKING BREAK	

11:00	11:10	<p>Special Session</p>	<p>H.H. Princess Nouf bint Abdulrahman Al Saud <i>Chairwoman of the Liajlehum Association for Service People with Disabilities</i></p>
11:15	11:55	<p>Power Panel</p> <p>Winning Mindset: Coaching for Resilient Teams</p> <p>A culture of continuous learning when combined with a workplace environment that promotes innovation and adaptability can be the ultimate differentiator for organizational success. Appreciate the importance of building emotional resilience through Coaching by way of this conversation. This discussion will help elicit a winning mindset among workforces to navigate challenges and build a vibrant society.</p>	<p>Moderator Emily M. Dickens, J.D. <i>Chief of Staff, Head of Government Affairs and Corporate Secretary SHRM</i></p> <p>Abdulghafoor Abdulhaleem <i>Council Member, Saudi Leaders Society & Director General, MISK Foundation</i></p> <p>Ahmed Alhomoud <i>Group Chief Human Resources Officer Cenomi Group</i></p> <p>Sultan Albalawi <i>Chief Human Resources Officer Health Holding Company</i></p>
12:00	12:35	<p>Power Panel</p> <p>Building Future-proof Organizations: Innovative People Strategy for Workplace Success</p> <p>This session will deliberate on the various ways to foster workplace excellence with a focus on aligning people strategy with business goals. Join this session to know more about ways to maximize workforce productivity and leverage technology for HR transformation.</p>	<p>Moderator Seniora El – Hage <i>Deputy CEO Phoenix Consulting</i></p> <p>Abdulmalik AlKohaji <i>Chief Human Resources Officer SAMI</i></p> <p>Faisal Jadu <i>Chief People, Culture, and Communication Officer ACWA Power</i></p>

			<p>Prof. Joachim De Vos <i>Co-chairman / Managing Partner, Living Tomorrow & Founder, TomorrowLab, Senior Consultant, GIA Institute</i></p>
12:45	13:15	<p>Power Talk</p> <p>The Role of Technology in Talent Mobility: AI, Data, and Digital Tools</p> <p>Talent mobility is crucial for organizational growth and adaptability, and technology plays a pivotal role in facilitating seamless transitions and maximizing employee potential. This session will explore how artificial intelligence, data analytics, and digital tools are revolutionizing talent mobility strategies. Make the most of this session to learn more about the latest technological advancements that enable organizations to identify, develop, and deploy talent effectively across various roles and locations.</p>	<p>Jim Link <i>Chief Human Resources Officer SHRM</i></p>
13:15	14:15	LUNCH	
14:15	15:15	<p>Workshop Activity</p> <p>KSA's Transforming Talent Landscape: Challenges and Opportunities</p> <p>This engaging session will detail how KSA is well on its way to realizing its vision of being a vibrant society, a thriving economy, and an ambitious nation.</p>	<p>Moderator Yamen Zein <i>Senior Knowledge Advisor SHRM MENA</i></p> <p>Shatha H. Almozainy <i>Vice President - Organizational Development Riyadh First Health Cluster</i></p> <p>Laura Hamidova <i>Founder, SHRM Certification Trainer & Career Advisor, FireWorks HRM & Lecturer, Vilnius University Business School</i></p> <p>Dr. Mona Zoughaib, PhD, PMP <i>Co-Founder, Managing Partner We Grow Minds</i></p>

15:20	15:55	<p>Power Panel</p> <p>Future-Proofing Workforces: Embedding Continuous Development in Organizations</p> <p>Explore the role of continuous learning aided by technology in future-proofing workforces to stay competitive in the rapidly changing business environment. Discussing the significance of creating an organizational culture that encourages innovation and agility, this discussion will help foster a workplace culture that prioritizes ongoing learning and digital upskilling.</p>	<p>Moderator Hilal Al Jadidi <i>Chief People & Change Officer</i> OMRAN</p> <p>Jonathan Holmes <i>Managing Director, Middle East, Turkey & Africa (META) &</i> <i>Managing Director Professional Search & Interim EMEA, Korn Ferry</i></p> <p>Mohammed K. AIShehri <i>Director - Innovation and Business Development</i> Riyadh Second Health Cluster</p>
16:00	16:30	<p>Day 1 Closing Keynote Address</p> <p>The 6 Secrets to Building Better Talent Faster</p> <p>Companies and countries grow faster and more successfully when their leaders do six key things. Join this insightful keynote address to know more about the Talent6 framework - how an 'active investor' manages their talent and how a 'talent scout' constantly searches for top talent. Learn how to be a 'transparent coach,' a 'talent evangelist' and more, as part of this a high-energy, incredibly practical session.</p>	<p>Marc Effron <i>President</i> The Talent Strategy Group</p>
16:30	16:35	Day 1 Closing	

SEMINAR- DAY 1 - 13 NOVEMBER 2024

START TIME (HRS)	END TIME (HRS)	SESSION TOPIC & DETAILS	SPEAKER(S)
10:30	11:00	<p>Learning in the Age of AI: When Less is More</p> <p>Creating content has never been faster and more affordable. As a result, professional learners come up against a new challenge - finding learning that is high quality, relevant to their roles and has genuine impact on careers.</p> <p>Curation of content tailored to the learner and the organization they work for, as well as a skillful combination of technology and human-mediated experiences, is what's arguably required for best online learning outcomes. But how do we deliver on this?</p>	<p>Katherine Duerden Head of Partnerships edX</p>
11:30	12:00	<p>Building a Digital-First HR Strategy: Tools and Techniques for the Modern Workforce</p> <p>Take a deep dive into creating a digital HR strategy that embraces automation, AI, and data analytics to improve talent management, decision-making, and operational efficiency. Discover how to develop a digital-first HR strategy using automation, AI, and data analytics to enhance talent management, decision-making, and operational efficiency in today's workforce.</p> <p>Key Takeaways:</p> <ul style="list-style-type: none"> - Embrace digital transformation in HR - Utilize AI and automation tools - Leverage data analytics for better decisions - Enhance talent acquisition and retention - Boost operational efficiency through technology 	<p>Abdulrahman Joud Director of Tharwah Academy Tharwah</p>

12:30	13:00	Corporate Happiness Framework Key Takeaways: 1. The business case for corporate happiness 2. The happiness framework that addresses 6 wellbeing areas 3. The measurement and improvement in employee happiness 4. Case study of a real company	Rehan Naeem Founder & Managing Partner Become Learning Solutions
14:30	15:00	Certified Change Management Professional Certification Know more about: * Steps to get certified * The value of the certification * Main components / topics * Process groups of the certification	Mohamed A. Elshoura <i>Senior Learning & Development Consultant</i> <i>Tharwah</i>

DAY 2 - 14 NOVEMBER 2024

START TIME (HRS)	END TIME (HRS)	SESSION TOPIC & DETAILS	SPEAKER(S)
8:30	9:30	REGISTRATION, EXPO INTERACTION & NETWORKING	
9:30	9:45	Day 2 Opening	
9:50	10:20	Power Panel Empowering the Future Workforce: Leading the Digital Transformation As the world of work evolves, upskilling and reskilling initiatives are essential to equip employees with digital competencies that match evolving industry needs. By harnessing AI and data analytics, organizations can optimize talent acquisition and retention through data-driven decisions. Join this session to know how together, these steps can help build a future-ready, adaptable workforce in the digital era.	Moderator Jim Link <i>Chief Human Resources Officer</i> <i>SHRM</i> Dr. Ghalib Saif Al Hosni <i>Chief People Officer, Omantel, & Chairperson, Oman Society of Human Resource Management (OSHRM)</i>

10:25	10:55	<p>Day 2 Opening Session</p> <p>How Values Promote Organizational Effectiveness</p> <p>Session Partner: Hogan</p> <p>Join in to explore the impact of core values on enhancing organizational performance and workplace culture for business success.</p>	<p>Zsolt Feher <i>Vice President</i> <i>Hogan Assessment Systems</i></p>
11:00	11:30	KNOWLEDGE-NETWORKING BREAK	
11:30	11:45	<p>Report Launch</p> <p>HR Priorities with AI in the Workplace MENA Perspectives 2025</p> <p>This session releases the report and presents its key findings providing critical insights into the evolving role of HR in an era defined by artificial intelligence (AI) and advanced technologies. The report outlines a roadmap for HR leaders, focusing on five key pillars that will drive success by 2025. You will also be able to download a full copy of the report, please fill in the details below and submit. A digital copy of the report will also be available for download.</p>	<p>Achal Khanna <i>Chief Executive Officer</i> <i>SHRM East</i></p> <p>Vivek Arora <i>Managing Director</i> <i>SHRM MENA</i></p> <p>Yamen Zein <i>Senior Knowledge Advisor</i> <i>SHRM MENA</i></p> <p>Nida Shahid <i>Director - Knowledge & Advisory</i> <i>SHRM MENA</i></p>
11:45	12:15	<p>Spotlight</p> <p>Bridging the Divide: The 3 Secrets to Multigenerational Leadership Success</p>	<p>Mimi Nicklin <i>Keynote Speaker, Contributor and Empathy Advocate Founder - Empathy Everywhere</i></p>

12:15	12:45	<p>Fireside Chat</p> <p>Business Case for Inclusive Leadership: Why Diversity Matters</p> <p>This discussion will help create a workplace culture that values and leverages diversity. Know more about ways to improve equal representation in boards for equitable workplaces as part of this conversation.</p>	<p>Moderator Khaled Adas <i>Director of Client Advisory, Academy of Learning & Technology and Innovation Specialist, UNDP</i></p> <p>Hanan Abdulrahman AlSaif <i>Managing Director, ZRG Partners & Misk 2030 Leader</i></p>
12:45	13:00	<p>Spotlight</p> <p>My New Colleague Isn't Human: How AI is Redefining the Workforce</p>	<p>Abdulrahman Alsheail <i>Director, KPMG Saudi Arabia & Misk 2030 Leader</i></p>
13:00	13:40	<p>Workshop Activity (contd.)</p> <p>KSA's Transforming Talent Landscape: Challenges and Opportunities (Conclusion)</p> <p>This engaging session will detail how KSA is well on its way to realizing its vision of being a vibrant society, a thriving economy, and an ambitious nation.</p>	<p>Moderator Yamen Zein <i>Senior Knowledge Advisor SHRM MENA</i></p> <p>Shatha H. Almozainy <i>Vice President - Organizational Development Riyadh First Health Cluster</i></p> <p>Laura Hamidova <i>Founder, SHRM Certification Trainer & Career Advisor, FireWorks HRM & Lecturer, Vilnius University Business School</i></p> <p>Dr. Mona Zoughaib, PhD, PMP <i>Co-Founder, Managing Partner We Grow Minds</i></p>
13:45	14:15	<p>Power Panel</p> <p>Winning Organizations: Rewards Strategy Driving Business Success</p> <p>This session will delve into the critical role that a well-crafted rewards strategy plays in driving organizational success. Get set to gain insights into the latest trends and best practices in rewards management,</p>	<p>Moderator Emily M. Dickens, J.D. <i>Chief of Staff, Head of Government Affairs and Corporate Secretary SHRM</i></p> <p>Ahmad Al Ghamdi <i>Group Chief Human Resources Officer stc</i></p>

		including how to design and implement reward systems that motivate employees, foster engagement, and enhance workforce performance.	Abdulkarim Alreshaid <i>Executive Vice President - Human Resources and Corporate Services Saudi Electricity Company</i>
14:15	15:30	LUNCH + KNOWLEDGE-NETWORKING BREAK	
15:30	18:30	AWARDS + GALA DINNER	

SEMINAR-DAY 2 - 14 NOVEMBER 2024

10:30	11:15	<p>Bridging the Gap: Strategies for Promoting Women’s Leadership, Equal Pay, and Gender Equity in the Workplace</p> <p>The workshop is about how we can create workplaces where women have equal opportunities to lead, get paid fairly, and thrive. We’ll talk about practical ways to break down the barriers holding women back, close the pay gap, and build a culture of equality. The focus will be on real solutions that HR professionals can start using right away.</p> <p>Key Takeaways:</p> <ol style="list-style-type: none"> 1. Building Women Leaders: Simple strategies to help more women step into leadership roles. 2. Fair Pay for All: How to make sure everyone is paid fairly, and what steps to take to close the gender pay gap. 3. Creating an Equal Workplace: Practical tips to foster an environment where everyone, regardless of gender, can succeed. 4. Measuring Progress: Easy ways to track how well your organization is doing in promoting gender equity and equal pay. 	<p>Laura Hamidova, SHRM-CP <i>Founder, SHRM Certification Trainer & Career Advisor, FireWorks HRM & Lecturer, Vilnius University Business School</i></p>
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11:30	12:00	<p>It is Time to Rethink your Talent Strategy</p> <p>Organizations that adapt their talent strategy to support business goals create a more agile, resilient workforce that can respond to changing market demands. This session is aimed at helping organizations understand why there is need to have a talent strategy which is aligned to the business strategy, identify major organizational skill gaps, invest in reskilling and add new skills to achieve competitive advantage. Join this session to:</p> <ul style="list-style-type: none"> *Know more about aligning talent strategy with business goals *Understand ways to identify and address skill gaps *Explore means to invest in reskilling and upskilling for future-readiness 	<p>Dr. Allen Baby Founder & Chief Executive Officer Talent Fourth Gen Group (TFG)</p>
12:30	13:00	<p>AI-Driven HR Analytics: Revolutionizing Decision-making for Strategic Human Capital Management</p> <p>Key Takeaways:</p> <ul style="list-style-type: none"> - Introduction to HR Analytics - Key Metrics and Data Sources - Predictive Analytics in HR - Challenges and Best Practices - Achieved Goals from HR Analytics 	<p>Dr. Mona Zoughaib, PhD, PMP Co-Founder, Managing Partner We Grow Minds</p>
13:30	14:00	<p>Future-Proofing Your Workforce: A Strategic Approach to L&D</p> <p>Building a Resilient and Adaptable Organization - In today's rapidly changing business landscape, organizations must prioritize the development of their workforce. This presentation will delve into strategies for upskilling, reskilling, and creating a culture of continuous learning. We will also explore the role of technology in driving effective L&D initiatives.</p>	<p>Khaled Adas Director of Client Advisory, Academy of Learning & Technology and Innovation Specialist, UNDP</p>