

### Under the Patronage of **H.E. Mr. Jameel bin Mohammed Ali Humaidan**Minister of Labour – Kingdom of Bahrain



REGIONAL

## IFTDO

**CONFERENCE & EXHIBITION** 

## Evolving the **HR** Function as a Business Partner

K E Y N O T E S P E A K E R S



MR. PETER CHEESE

CEO - CIPD

UNITED KINGDOM



DATO' DR R. PALAN CHAIRMAN & CEO – SMR GROUP MALAYSIA



MR. TIM MURRAY

CEO - ALBA

KINGDOM OF BAHRAIN

#### THE ANNUAL 7th HRD CONGRESS



- Competency and Talent Mapping in Employee Development
- Technology Drivers for the New World of HR
- Building A Value-Based Organization

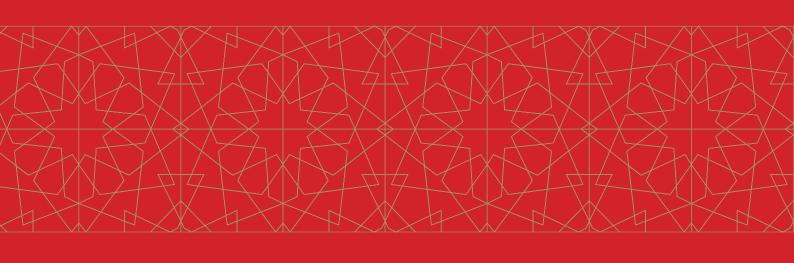
#### 10 -11 November 2014

The Diplomat Radisson Blu Hotel Kingdom of Bahrain











His Royal Highness Prince **Khalifa bin Salman Al Khalifa** Prime Minister



His Majesty King **Hamad bin Isa Al Khalifa** King of the Kingdom of Bahrain



His Royal Highness Prince **Salman bin Hamad Al Khalifa**Crown Prince & Deputy

Supreme Commander

First Deputy Prime Minister





Dear Conference Participants,

It is an absolute pleasure for the Ministry of Labour to be the patron for the Regional IFTDO conference and exhibition, which coincides with the seven consecutive years of HRD Congress theme "Evolving HR function as a Business Partner", which highlights today's call to recognize the HR function for a better tomorrow, in an ever evolving and volatile economical and financial business environment.

The objective of this Conference & Exhibition is to emphasize the recognition of value adding Human Resources Functions, by reshaping it to a true business partner, and I hope the attendees will highly benefit from the variety of topics and workshops adressed by different expertise and gain insight to a more advanced and strategically aligned HR Function.

I close my statement by wishing all success to the Event Organizers, Speakers, Sponsors, Delegates and all personnel being part of this conference.

Thank you and wish you all the best.

Minister of Labour Kingdom of Bahrain



Dear Conference Colleagues,

Following the success of the last six years of the HRD Conferences, it is with great pleasure, we at Origin welcome you again to the " $7^{th}$  HRD Congress" under the patronage of H. E. Mr. Jameel bin Mohmmed Ali Humaidan, Minister of Labour, Kingdom of Bahrain. This year's conference is coordinated with IFTDO and therefore, we are pleased to say, it is the Regional IFTDO Conference and Exhibition. This conference will focus on the theme "Evolving HR function as a Business Partner".

The three (03) Training & Learning tracks as explained in this brochure addresses a timely answer to the question "It was the best of times; are we expecting the worst times". This programme will create great awareness on the following:

- Competency & Talent Mapping
- Performance Management
- How to build a Value-Based Organization
- Support your staff to be Innovative
- The New World Technological Drivers in HR

In addition there are a good number of distinguished speakers from Europe - such as CEO of CIPD, Mr. Peter Cheese, Dr. Dato R. Palan the CEO of SMR Group Malaysia, GCC and Bahrain , Mr. Tim Murray the CEO of Aluminum Bahrain B.S.C. (ALBA), CIPD, who are very inspiring and motivators for uplifting the excellence of Human Resources functions.

The event will also include an Exhibition that will act as a network to showcase products, trainings, IT Solutions, services, exchange ideas and experiences of the participants and their respective organizations.

I need to thank those all who help to put this conference together particularly H.E the Minister, CIPD, IFTDO Board, speakers, exhibitors and sponsors.

Wish you all an enjoyable conference.

Conference Chairman BSTD President



IFTDO is a worldwide network of human resource professionals committed to identifying, development and transferring knowledge, skills and technology to enhance personal and organizational growth, human performance, productivity, and sustainable development. Accredited as a Non-Government Organization by the UN Department of Public Information and the ILO, it helps to ensure that members' voices are heard by international policy makers influencing outcomes in human development. A diversified network of human resource management and development organizations, IFTDO links HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises through its member organizations it represents more than 500,000 professionals in over 50 countries.



IFTDO was founded in Geneva, Switzerland in 1972 in order to develop and maintain a worldwide network committed to identify, develop and transfer knowledge, skills and technology to enhance personal growth, human performance, productivity and sustainable development.



Origin Consulting Group was established in 1998 with a blend of specialized and expert consultants in their field, it came into being primarily as a much needed answer to the challenges of declining labour productivity within the GCC. Origin has headquarters in Bahrain and 10 offices over the world and it's set-up to provide consulting and human development services to both the public and private sectors. We bring many years of experience within the European, Middle Eastern, African and Asian regions to our clients.



## The **vision** to believe The drive to **achieve**





Backed by our dedicated workforce, commitment to operational performance and passion to excel, we have consistently surpassed our production records. Poised to grow, we will continue to deliver the highest value to our employees, customers, suppliers and shareholders globally.

We are a plus-912,000 metric tonne aluminium producer, and we aim higher.

Since 1971, making Bahrain proud.

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#### **INFORMATION**

#### **WHY THIS CONFERENCE?**

Unfortunately still the HR function has been dealt with in different parts of the world as a secondary administration and support function, this is totally not correct as many researches and studies state that the importance of such a function to turn around a business is paramount, people of any organization are the one who will make it or break it.

The HR business needs to be reinvented with a priority to develop and integrate all the elements of organizing and managing talent into a coordinated approach to support, complement and indeed drive business strategy. This conference comes to enhance the term of HR as strategic player in the business to meet the present and future goals.

#### **Demonstrate New Concepts/ Visions:**



#### **TARGET PARTICIPANTS**

HR Directors, Senior Managers, Project Managers, Line Managers of various organizations, Training Managers, HR specialists and Line supervisors from government and private sectors.

# Day I – Monday 10<sup>th</sup> November 2014

Opening O7:00 - 09:00 Regit O9:00 - 10:00 Open O9:05 - 09:05 Read O9:05 - 09:15 Patr O9:05 - 09:20 Chai King Conf Eques O9:20 - 09:45 CEO Unite	Opening ceremony Registrations and networking over tea and coffee.  Opening Curan Reading Quran Reading Quran Reading Quran Mohammed Ali Humaidan Minister of Labour Kingdom of Bahrain Chairman's Message Mr. Mohammed M. Al Shaikh Conference Chairman BSTD President Kingdom of Bahrain Conference Chairman BSTD President Kingdom of Bahrain Cuest of honor speaker Mr. Peter Cheese CEO - CIPD United Kingdom
09:50 - 10:00 Hone	Honoring sponsors and Media sponsors
10:00	10:00 - 10:30

## 10:30 - 12:00

# **Keynote Speakers**

roup Discussion

12:30 - 14:30

Generation Exchange

(HR as Strategic partner) and Focus Group Discus-

# Helping the Future of HR Function - CIPD Prospective

sion (FGD)



Managing Director leading the firm's Talent and Organisation Performance

spent 30 years working at Accenture, culminating in a 7 - year spell as Global

Consulting Practice. He also held various executive sponsorship positions for Accenture's firm-wide skills and capability development programs, and the

PROFILE: Mr. Peter Cheese joined the CIPD as Chief Executive in July 2012. He

Mr. Peter Cheese

CEO-(CIPD) - UK

firm's global Human Capital and Talent Strategy. Peter sits on the Council of City & Guilds, and he is a European Board Director with Junior Achievement Young Enterprise Europe, an organisation focused on the development of

entrepreneurial, financial and employability skills in young people through

business engagement in schools and universities.

HR as a Business Partner

- ALBA Case Study

Mr. Hussain Ismail Moderator

Academy Qatar - State of Qatar Head of Product Development Oatar Finance & Business

An interactive & dynamic generation on "Shifting HR From Admin Centric to A group discussion (FGD) between members the 'young' and intergenerational Strategic Partner."



ALBAs successful 2010 Initial Public Offering (IPO) where the company listed

played a major role in enabling the Company to achieve its goals and, in particular,

on both the Bahrain Bourse and the London Stock Exchange. Mr. Tim Murray spent 10 years with ARC Automotive 'Air Bag inflator manufacturer' where in his last role he was Vice President and Chief Financial Officer. He holds a degree University 'USA' and is a member of the American Institute of Certified Public

PROFILE: Mr. Tim Murray, Chief Executive Officer, Aluminum Bahrain B.S.C. (ALBA) effective October 1,2012. He has been with ALBA for many years and

CEO - ALBA, Kingdom of Bahrain

Mr. Tim Murray

Mr. Ahmed Al Banna Steering Committee CEO - Origin Group Kingdom of Bahrain Chairman

Accountants 'AICPA'. He has also completed Executive Management courses at

the Chicago Graduate School of Business and Wharton Business School.

in Accounting from Susquehanna University 'USA', an MBA from the Vanderbilt

14:30

Closing of Day One & Lunch Time

Fea Break / Prayer Time - Exhibition Hall

Opening of the Exhibition / Tea Break

12:00 - 12:30

# Day 2 – Tuesday 11<sup>th</sup> November 2014

08:00 - 08:45

Registration and networking over tea and coffee

08:45 - 09:00

Debriefing of day one.



Chairman Session:

<sup>Dr.</sup> Helmi Sallam

TEAM International/ IFTDO Board Member - Egypt Chairman,



Regional IFTDO Conference & Exhibition - 7th HRD Congress | 10 -11 November 2014

Keynote Speaker

Chairman & CEO - SMR Group -Dato' Dr R. Palan Malaysia

(3) Concurrence Sessions

**Irack** Two

New World of HR

Drivers for the

Technology

TOPIC

Competency Frameworks for Business Alignment Best Practices in HR

10:00 - 10:30

First Tea Break - Exhibition Hall

10:30 - 14:00

Track Brief:

(3) Concurrence Sessions Frack One

there is a growing call for corporations to focus on value-based organizational development with the prime objective of generating business sustainability through relationship development. The concept of a value-based organization

rests on the premise that successful organisations are built on the foundation of quality relationships. The ability to develop such a culture lies in the total Hence, the success of organisations must also be measured in the quality of

involvement of employees and leadership, which in turn unlocks their potential.

In the wake of scandals in recent years involving high profile organization,

relationships, morale and professional development. Research has clearly shown that a strong, aligned values base fosters commitment, performance

A Value-Based Organization Building

Track Brief:

In a global, flat and connected new world, technology is a primary driver of change in HR. Continuous innovation is fundamentally changing the way HR work is accomplished. As HR evolves into a more technology-based function, organization which are able to combine effective HR management processes with effective HR technology are far more likely to be productive and successful. Studies have proven that those organisations that successful adopt do not. The challenge for HR managements is to manage this technology to maximize its benefits and understand how the changing trends in technology will impact HR practices, particularly in relation to recruitment, learning and development, performance management, payroll, employee benefits, etc

Track Brief:

(3) Concurrence Sessions

**Track Three** 

Competency and **Falent Mapping** Development in Employee

'It was the best of times, it was the worst of times". These words written by Charles Dickens over 200 years ago describe the paradox facing organisations today with regards to talent. As organisations have realised that employees' talents and skills are essential to driving business success, competency orginasation success. The way talent is mapped and managed can be the effective competency and talent framework also provides the underpinning link in developing, retaining and promoting the best talent with abilities and and talent mapping has become a vital component of business growth and game-changer as it can clarify and unlock the potential in an organisation. An aptitudes to meet business goals and strategies.

		10:30 - 14:00	
	Track One	Track Two	Track Three
Track	Building A Value Based Organization	Technology Drivers for the New World of HR	Competency and Talent Mapping in Employee Development
Venue	Grand Ambassador Hall #1	Grand Ambassador Hall #2 HR and Reasearh in Organisation	Grand Ambassador Hall #3 The Future Has Just Started - The ITA
10:30 - 11:30	& Development Speaker Mr. Bob Morton United Kingdom	Speaker  Dr. Abdullatif Al- Balushi  Sultanate of Oman	Experience in Motivation & Development Speaker  Dr. Ramin Mohajer Sultanate of Oman
12:00 - 13:00	Talent Development at EWA Speaker  Ms. Rajia Baqer Kingdom of Bahrain	Human Resources Excellence Speaker Mr. Aidan Harte Ireland	Achieving Successful Change: Enforce, Engage or Empower? Speaker Ms. Christine Marsh United Kingdom
13:00 – 14:00	Organizational Values and the role of HR Speaker Ms. Dione Williams Kingdom of Bahrain	How Technology has Revolutionized HR Functions in the Airline Industry Speaker  Dr. Jassim Haji  Kingdom of Bahrain	Human Resources Development and Capacity Building Speaker  Dr. Karim Said Kingdom of Bahrain

Closing & Lunch Time End of Conference

#### HELPING THE FUTURE OF HR CIPD PROSPECTIVE



#### **KEYNOTE SPEAKER:**

#### MR. PETER CHEESE,

CEO - Chartered Institute of Personnel Development - (CIPD) **United Kingdom** 

Mr. Peter Cheese joined the CIPD as Chief Executive in July 2012. He spent 30 years working at Accenture, culminating in a 7-year spell as Global Managing Director leading the firm's Talent and Organisation Performance Consulting Practice. He also held various executive sponsorship positions for Accenture's firm-wide skills and capability development programs, and the firm's global Human Capital and Talent Strategy. Peter sits on the Council of City & Guilds, and he is a European Board Director with Junior Achievement Young Enterprise Europe, an organisation focused on the development of entrepreneurial, financial and employability skills in young people through business engagement in schools and universities.

More Information: www.cipd.co.uk/blogs/members/P.Cheese/default.aspx

#### FORCES THAT ARE SHAPING THE FUTURE OF HR FUNCTION



#### **KEYNOTE SPEAKER:** DATO' **dr R. Palan**

Chairman & CEO – SMR Group Malaysia

Dato' Dr. Palan, an alumnus of the Harvard Business School is an international author, speaker & consultant with a passion to help people learn and perform in a FUN way. His thought leadership in developing competency & performance management models & creative training tools have won him recognition both in the industry & corporate world over the 30+ years. Dato' Dr. Palan is presently the Chairman & CEO of SMRT Holdings Limited, a company listed on the ACE Market of Bursa Malaysia Securities Berhad & the Pro-Chancellor of Cyberjaya University College of Medical Sciences, Malaysia. The Malaysian headquartered organisation today has offices in Bahrain and India with representatives in Singapore, USA, Saudi Arabia, Indonesia, Brunei, United Arab Emirates and Qatar with 500+ employees. Dato' Dr. Palan has earned the prestigious Certified Speaking Professional (CSP) award from the National Speakers Association of USA. A Fellow of the British Institute of Learning & Development, Palan has authored 15 books & many articles.

More Information: www.palan.org/doc/Professional\_CV.pdf



#### **KEYNOTE SPEAKER:**

#### MR. TIM MURRAY

CEO-ALBA Kingdom of Bahrain

Chief Executive Officer, Aluminum Bahrain B.S.C. (ALBA) effective October 1, 2012. He has been with Alba for many years and played a major role in enabling the Company to achieve its goals and, in particular, Alba's successful 2010 Initial Public Offering 'IPO' where the company listed on both the Bahrain Bourse and the London Stock Exchange. Mr. Tim Murray spent 10 years with ARC Automotive 'Air Bag inflator manufacturer' where in his last role he was Vice President and Chief Financial Officer. He holds a degree in Accounting from Susquehanna University 'USA', an MBA from the Vanderbilt University 'USA' and is a member of the American Institute of Certified Public Accountants 'AICPA'. He has also completed Executive Management courses at the Chicago Graduate School of Business and Wharton Business School.

More Information: www.albasmelter.com

#### **SPEAKERS**



#### MS. CHRISTINE MARSH

FACILITATOR, COACH, CHANGE AGENT & INTERNATIONAL SPEAKER UNITED KINGDOM

Ms. Christine is a Facilitator, Coach, Change Agent and International Speaker, Christine has extensive and current experience in the commercial world, and also links this practical experience to the challenges being faced within the public sector. She is also on the board of IFTDO and is a CIPD member.

#### DR. JASSIM HAJI

**DIRECTOR OF IT - GULF AIR** KINGDOM OF BAHRAIN

Dr. Jassim Haji holds the position of Director Information Technology since August 2011 in Gulf Air, the national carrier of the Kingdom of Bahrain, and he currently serves on two board of directors, a leading hospitality and tourism technology provider in the Middle East and SITA Council representing Middle East and North Africa. Dr. Haji has been instrumental in implementing some key innovations at Gulf Air's IT systems and processes in recent times, most notably, the introduction of advanced technology for Gulf Air World Wide Contact Centre, Cloud Computing, Business Intelligence, Disaster Recovery Centre, Green Technology.

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#### DR. RAMIN MOHAJER

HR & DEVELOPMENT CONSULTANT - CEO's OFFICE INFORMATION TECHNOLOGY AUTHORITY SULTANATE OF OMAN

Dr. Ramin Mohajer, Graduated in an Honors Bachelor "Microbiology with Biochemistry & Physiology" and Masters in "Food Science" both from the University of Reading (UK), PhD in Bus-Economics from the University of London, and an MBA from Victoria University (Melbourne, Australia). Worked internationally for Glaxo Group Research as well as the Royal Berkshire Hospital in the UK, Coles-Myer Group in Australia, and the Australian Federal Government in Canberra, Locally, for Muscat Municipality as well as the Sohar Development Office (Diwan of the Royal Court) as Training and Development Advisor, the Wave Muscat in the field of HR as well as Communications, and currently as the HR & Development Advisor to the CEO, at the Information Technology Authority ITA in the Sultanate of Oman.

#### **SPEAKERS**



MR. BOB MORTON CHAIRMAN OF ENTERPRISES PROGRAME - CIPD UNITED KINGDOM

Mr. Bob is Chairman of CIPD Enterprises board and is a Companion of CIPD, (The Chartered Institute of Personnel and Development). He is a past Vice President International of CIPD. He has a number of other non-executive roles and is immediate past Chairman and a Director of the International Federation of Training and Development Organizations, (IFTDO). He is Vice Chair of the governing Council for Bristol University and in that capacity also chairs the university's Human Resources and Health and Safety Committee.

#### MS. DIONE WILLIAMS

HR CONSULTANT - BAHRAIN POLYTECHNIC KINGDOM OF BAHRAIN

Ms. Dione has more than 25 years of Human Resources Management, Training and Consulting experience covering a broad range of industries; from the military, aviation and education, to financial services and retail. Her experience has been gained in both Bahrain and abroad, with the past 18 years spent predominantly in the Middle East. She has considerable expertise in organisational design, strategy development and remuneration management. Ms. Dione has also been involved in advising on and developing senior leadership development initiatives in the Middle East and working with senior leadership teams on the development of their organisational strategies including vision, mission and value statements.





MS. RAJIA BAQER DIRECTOR OF HUMAN RESOURCES - EWA KINGDOM OF BAHRAIN

Ms. Rajia Baqer is an experienced HR professional with more than 25 years accumulated knowledge in the field of developing human capital potential within the government sector. She was instrumental in pioneering the introduction of competency based training within the Electricity and Water Authority; helping it become the first organisation outside the UK to gain recognition as an approved NVQ Assessment Centre for the Water Industry. As Director of Human Resources she continues to pursue excellence in the fields of recruitment, staff retention, training and development through innovative strategies that include encouraging employees to pursue professional qualifications as well as promoting knowledge transfer within the organization.



MR. AIDAN HARTE MANAGING DIRECTOR - OPTIMUM RESULTS LTD **IRFI AND** 

Mr. Aidan Harte is founder and Managing Director of the Irish based Training Company Optimum Results Ltd since 1995, the team having worked with some 8,500 clients across 11 Countries in the intervening years. Specialist in optimizing the impact of HRD on Business Performance, their 'Human Resource Excellence' standard provides a systematic, best practice model for organizations to optimize its business performance through improving the performance of its people.

#### DR. ABDULLATIF AL- BALUSHI

CONSULTANT / TRAINER - SULTAN QABOOS UNIVERSITY SULTANATE OF OMAN

Dr. Abdullatif Al-Balushi joined the Oman Teacher Training Institute in 1979 and graduated as an English language teacher in 1981. He completed his bachelor degree in English language teaching from King Saud University, Riyadh, Saudi Arabia in January 1987. Dr. Al Balushi became a secondary English language teacher; Also, 1989 he joined Royal Oman Police and worked as an English language teacher and a training officer. In 1995, Dr. Al-Balushi got his master degree in maritime communications from United Kingdom.





#### MR. MOHAMED M.ALSHAIKH

**BSTD PRESIDENT** KINGDOM OF BAHRAIN

Mr. Mohammed Mahmood is a professional consultant in Aluminum Technology with more than 30 years of experience in management and leadership roles in Aluminum Bahrain (Alba) . His last position was The Chief Operation Officer at (Alba) and he retired early in January 2011. Mohamed has published many technical papers on Aluminum technology and also on employees motivation and team building. One of his main passion in life is the development of human capital. He is currently the president of the Bahrain Society for Training & Development (BSTD).



DR. HELMI SALLAM GENERAL MANAGER

TEAM INTERNATIONAL / IFTDO BOARD **EGYPT** 

Dr. Helmi Sallam is the Chairman / General Manager of TEAM. He is a professor of Accounting at the Faculty of Commerce, Cairo University. Dr. Sallam played an active and important role in upgrading and developing the management training process in the Arab World and owns a long list of achievements in this area. Dr. Sallam got his Ph.D degree in Accounting Information Systems from Leningrad University, Russia in 1973.

#### MR. HUSSAIN ISMAIL

HEAD OF PRODUCT DEVELOPMENT **QATAR FINANCE & BUSINESS - ACADEMY QATAR** STATE OF QATAR

Mr. Hussain Ismail is an Internationally known Training and Human Capital Practioner specializing in Banking and Finance. Currently he's the Head of Product Devlopment Qatar Finance & Business Academy (QFBA), Qatar. Mr. Hussain received his MBA in General Management from the University of Durham, UK.





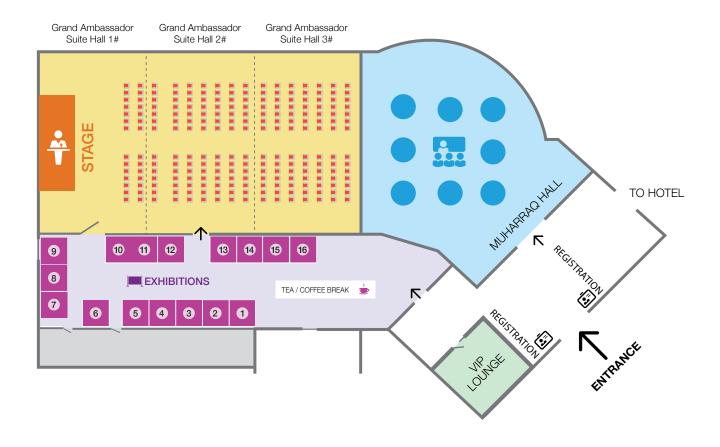
DR. KARIM SAID

DIRECTOR - FRENCH ARABIAN BUSINESS SCHOOL KINGDOM OF BAHRAIN

Holds a PhD from the University of Nice Sophia Antipolis and a French Qualification for Ph.D. Supervisor (HDR) from the University of Versailles Saint Quentin en Yvelines. Guest lecturer in Top Management and Masters Program in France, Bahrain, Morocco, and Tunisia.

Dr. Karim is Author and Co-Author of more than 40 publications in International and Strategic Management including Books, Book Chapters as well as papers in peer-reviewed Journals, Conferences and Seminars. He currently works as an expert for the French Ministry of Foreign affairs and is the Director of the French Arabian Business School of the Arabian Gulf University.





The Diplomat Radisson Blu Hotel Diplomatic Area, Road 1701, Manama, 5243 Kingdom of Bahrain

### **VENUE** THE DIPLOMAT RADISSON BLU HOTEL



#### **HOTEL ACCOMODATION:**

MAIN ENTRANCE

There are many Hotels near the Conference Venue, however we strongly recommend to stay in The Diplomat Radisson as where the event will take place. BD 60 ++ / \$ 159 ++ Special Rate:

For Hotel booking, please contact: Tel. +973 17531666 Website: radissonblu.com/diplomathotel-bahrain/location/manama

#### For inquiries please feel free to contact:

Ms. Michelle Angeles / Mr. Ammar Al Khabbaz Telephone No. +973 17552878 / Mobile No. +973 3754488 / +973 37793388

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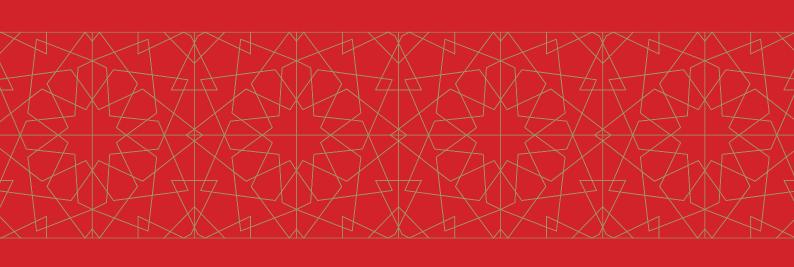
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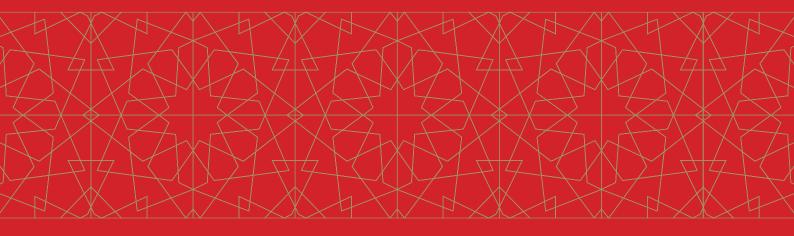
Pleasure to see your feedbacks on #7HRD







# THE REGIONAL IFT DO CONFERENCE & EXHIBITION



# 7th HRD CONGRESS

