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**DR. ABDUL RAHAMAN AL KHIDIR**

**The TALENT MANAGEMENT CONFERENCE**

**INTEGRATING TALENT MANAGEMENT AND COMPETENCY  
BASED MANAGEMENT IN ACHIEVING HR STRATEGIES**

**19-21 JULY 2010**

**KHARTOUM-SUDAN**

## THE TALENT MANAGEMENT CONFERENCE

### INTEGRATING TALENT MANAGEMENT AND COMPETENCY BASED MANAGEMENT IN ACHIEVING HR STRATEGIES

#### INTRODUCTION:

According to *TM*, evaluation of employees is concerned with Performance and Potential; Potential, from *TM* point of view, is the future performance of an employee given proper development of skills. It was in 1998, when *Talent Management* started; when companies launched a war for talents, in which they attracted talented employees out of their original companies to their job place. Talent Management is about attracting, recruiting, developing and retaining the high worthy employees who are also called “the Profitable Employees”. Now *TM* has become a system that must be introduced into the business strategy and implemented in daily processes throughout the whole company and at all levels of the organization.

*CBM* is mainly connected with activities of HR Management because it connects the organization’s strategy with the whole outcomes through individuals’ competencies performance;

Looking at the Skill, Job Attitude, Knowledge and Observable Behavior is the core of *Competency Based Management*; it defines the competencies that make an employee a Profitable and a High worth candidate and/or employee. *TM* is associated with *CBM* practices as job defined competencies are focal in decisions taken in *TM*, i.e. recruitment, career path, performance measurement, training,..

However, the mindset of *TM* is towards the employee – the Profitable, while *CBM* practices care about the requirements of needed competencies for a job. While HR Management targets the most qualified and valuable employees (*TM*), it has to emphasize strongly on placing the Profitable in a position where he is extensively utilized (*CBM*) for longest period – retention time. Hence, both contribute greatly to achieving the strategic targets and increase returns, reducing processing times and cost.

## BENEFITS:

- **Knowledge:** You'll know about Talent Management and Competency Based Management engaged in integrity on a strategic level
- **Understanding:** the differences and integrities of *TM* with *CBM* Practices
- **Skills:** are acquired for attracting, recruiting, planning and preparing programs for development and training of talents for enhancing competencies
- **Sharing:** best practice and successful examples of other companies in Arab countries
- **Joining:** questions and answers sessions and networking in an extra caliber executives environment.

## MODULES OF THE CONFERENCE:

### Module 1: *TM*: Frame work and Business Impact

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- Taking a 360 Degree View of Talent Management
- Planning in Talent Management

### Module 2: Development of human resources management strategies by using the administration based on the competencies

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- Achieving the peak through Competency Based Management
- Career Planning through Competency Based Management

### Module 3: *TM* and *CBM* in Practice

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- Assessment Tools for Measuring Talents and Competencies
- Achieving retention through integrated *TM* and *CBM*

### Module 4: Career development by *TM* & *CBM*

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- Driving Effective Training and Development in an integrated *TM* and *CBM* Organization

## WHO SHALL ATTEND

- Line Managers,
- HR directors,
- HR Managers assistants,
- Recruitment specialists,
- Process and Systems Managers,
- Business Development Managers,
- Performance Managers,
- HR Strategy Officers,
- Training and development Managers,
- Consultants,
- Coaches and Mentors

## WHICH COMMUNITY

- Public organizations
- Ministries and governmental associations
- All private companies
- Factories
- Engineering consultation companies
- Banks
- Designers
- Marketing agencies
- Universities and Learning Organizations
- Service Sector Organizations
- Telecommunications Companies

## ABOUT THE SPEAKERS:

### - Dr. Ahmad Bozobar



- PhD in human development - University of Oregon/ USA
- Certified trainer for Strategic Planning and Operational Planning from University Associates
- Accredited trainer for FW Management Operations
- Certified trainer for leadership training from Crestcom international- Colorado/ USA
- Founder of development center – Kuwait

### - Dr. Ahmed Hosny



- Dr Ahmad is a Consultant in HRM, Training and Organization Development
- He worked as Training consultant and advisor at General Motors Corporation (GM Egypt)
- He received his Ph.D. in Human Resources Development from USA
- He is an active member in the American Society for Training and Development, USA and the Arab Management Association, Egypt
- He is licensed and certified by several professional organizations as international expert, consultant, master trainer and professional instructor such as Zenger Miller, Kepner Tregue Corp., and others.....
- He worked in strategic HR Transformation for: Saudi Geographical Survey Authority, Ministry of Labor and Social Affairs, UAE, State Audit Bureau, Stat of Kuwait etc.

**- Mohammed Masarwe**



- Mohammed is currently working as a Project Manager in the field of HR Development mainly on applying the concepts of Competencies amongst the Bank and its implications in terms of recruitment, training and development, downsizing and recession as well as helping the Bank retains its talents in the face of the current financial crisis and competition.
- Prior to joining the Bank, Mohammed worked for 8 years with the British Council-Jordan, where he managed to raise the profile of more than 300 Jordanian talents being awarded the Chevening and Karim Rida Said Scholarships in the UK. In addition, he was managing three main projects with the Ministry of Education, Ministry of Justice and the Ministry of Awqaf and Religious Affairs focusing on building the Ministries' employees' competencies and building their capacity in partnership with the relevant boards in the UK.
- Mohammed holds a Bachelors Degree in Business Administration from the University of Jordan and a Diploma in Neuro-linguistic programing from UK. He has undergone a number of trainings including Human Capital Management and Competency Certification Programme form IHRM in Canada.

**- HUSSAIN JAFFAR**



- A seasoned human resource professional both as generalist and a specialist with extensive education, training and practice with the state-of-the art knowledge in all functional areas of the human capital management. Long experience and exposure in the most developing oil sector which includes the exploration, production and transportation of oil to its final destinations.

**- Haitham M. Obeid**



- He had practical experience envision 12 years of experience in human resources the post of director of human resources in the Arab Banking Corporation previously
- Director of Human Resources in the Capital Bank and worked on a project to identify competencies for Bank staff and evaluate the functions and competencies of staff within the methodology.
- Coach of a major in human resources and is supported by many universities, institutes and programs adopted.
- Presented numerous papers at conferences of human resources in the Arab World

**- Kifaya Abu Thallam**



- Miss. Kifaya has MBA-Human Resources +MSc. Environmental Science and Management.
- In addition to her academic background she holds professional certifications, e.g. Certified Trainer - UK, Certified Skills Assessor and Assessment Centre Manager-UK, Certified Internal Auditor-Canada .
- Miss. Kifaya is considered as an active speaker in" Talent Management" who designed modules and participated in various conferences in Europe and GCC.

**CONFERENCE SCHEDULE:**

**First Day**

8:30 – 9:30	Registration
9:30 – 10:30	Opening Session
10:30 – 11:30	First Session
11:30 – 12:30	Second Session
12:30 – 1:00	Refreshment & Networking
1:00 – 2:00	Third Session
2:00 – 3:00	Lunch
3:00 – 7:00	Parallel Workshops 1 , 2 & 3

**Second Day**

9:00 – 10:00	First Session
10:00 – 11:00	Second Session
11:00 – 11:30	Refreshment & Networking
11:30 – 12:30	Third Session
12:30 – 1:30	Forth Session
1:30 – 3:00	Lunch
3:00 – 7:00	Parallel Workshops 1 , 2 & 3

## **POST CONFERENCE WORKSHOPS:**

- **Workshop 1 : Leading an Integrated Talent Management Process**  
(19-20 July, 3-7 pm)

### **Learning Outcomes for participants:**

- Understanding of what an integrated talent management process is and how it can provide value
- Insights into the leadership behavior needs, from line, HR, and both together
- Enrich understanding of opportunities for organizational impact, via leadership, of integrated talent management
- Start of a plan for leading integrated talent management process

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- **Workshop 2 : Building Competency Based HR Management**  
(19-21 July, 3-7 pm)

### **Learning Outcomes for Participants:**

- Obtaining the knowledge about Competency-Based Management
- Understanding the differences and intricacies of CBM and how it links with Talent Management
- Review of CBM framework and process which links human resources to desired competencies that shape the capabilities of the workforce
- Review of the actions needed for development and training of talents for enhancing competencies
- Sharing best practice and successful examples of CBM models

- **Workshop 3 : Competency Based Approach to Training & Career Development**  
(19-21 July, 3-7 pm)

### **Learning Outcomes for Participants:**

- To identify the model of Japan in Ishikawa convert inputs into outputs of training effectiveness and positive.
- Development of the capacity of participants in the use of global models in the construction of training based on merit.
- Providing the participants with the skills necessary to apply the methodology competencies in the departments of training.
- To identify the development tools and to improve the performance of workers through the Coaching approach
- Providing the participants with the skills and capabilities that help them use the training method based on sensitivity Sensitivity Training.

## CONFERENCE FEES:

July						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

19 up to 21 July 2010



Al Salam Rotana Hotel  
(Sudan-Khartoum)

## CONFERENCE FEES:

Fees	Including
<b>2500 SDG</b>	<b>Attending the two days of conference and ONE workshop:</b> conference bag , conference cd and training material for the workshop, certificates of attendance. Refreshment breaks and Lunch for three days
<b>1350 SDG</b>	<b>Attending Workshop 1 :</b> Leading an Integrated Talent Management Process; including two days workshop, training material, consultant's fees and refreshments
<b>1350 SDG</b>	<b>Attending Workshop 2 :</b> Building Competency Based HR Management; including three days workshop, training material, consultant's fees and refreshments
<b>1350 SDG</b>	<b>Attending Workshop 3 :</b> Competency Based Approach to Training & Career Development; including three days workshop, training material, consultant's fees and refreshments

\* *Special discounts for more than one delegate, and special rates for groups*

- *There IS online translation service.*
- *Participation fees Paid first day at the Conference.*

## FOR MORE INFORMATION, CONTACT:

## REFERENCE FOR CONSULTATION & BUSINESS DEVELOPMENT

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