The IFTDO Regional Conference 2014
المؤتمر الإقليمي للاتحاد الدولي لمنظمات التدريب وتطوير

Under the Patronage of His Excellency
Minister of Labour, Chairman of High Council for Vocational Training

Mr. Jameel Bin Mohamed Ali Humaidan

الاستراتيجيات الفعالة
لتطوير الثروة البشرية
للتنمية المستدامة

17 - 18 June 2014
Mövenpick Hotel | Kingdom of Bahrain

17 - 18 يونيو 2014
فندق المؤفنيك | مملكة البحرين
His Royal Highness Prince Khalifa bin Salman Al Khalifa
The Prime Minister of the Kingdom of Bahrain

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

His Royal Highness Prince Salman bin Hamad Al Khalifa
The Crown Prince, First Deputy Prime Minister and Deputy Supreme Commander of the Kingdom of Bahrain
It is the age of "Knowledge Economy" at the global level. A nation that does not evolve to this state is at the risk of lagging behind. To remain in competition, nations have to give emphasis on development of their human capital. Further, this has to be a continuous process to ensure that the growth is sustainable.

In this networked world marked by mobility and free flow of skilled manpower across national boundaries, a paradigm shift has occurred in the strategies required for human capital development, retention and continued excellence.

With this perspective, Bahrain Society for The Private Training Institutes ("BSPTI") in association with the International Federation for Training & Development Organizations ("IFTDO") is organizing the IFTDO Regional Conference, which will be held under the Patronage of the Minister of Labour, Chairman of High Council for Vocational Training His Excellency Mr. Jameel Bin Mohamed Ali Humaidan, on the 17th and 18th of June 2014 at Al Murjan Ballroom, Mövenpick Hotel, Kingdom of Bahrain.

The two-day knowledge gain and networking experience will cover the following topics:

- Strategic HCD: The Big Picture
- HCD Strategic Thinking: Beyond the Operational Performance
- Cascade: HCD Business Planning & Execution
- HCD Strategies and Risk Management as an Opportunity
- HCD Strategies as Part of the High Performance Business Model
- Key Performance Indicators & HCD Strategic Planning
- Beyond Quality Performance
- Qualification Frameworks and HCD Outcomes
- Role of Professional Qualification in HCD Sustainability and Growth
- Private Training Institutes – The way forward

Looking forward to your participation in this important regional event.

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Arabic translation:

"اقتصاد المعرفة" هو ما يعاصره العالم في هذه الالفة، والأمة التي لم تتطور بعد هذه البداية في خطر التراجع لصالح的步伐 الأدنى في التنافس على الطليعة، فان على الأمم إيلاء الاهتمام بتطوير ثرواتها البشرية بل واحترام إذا كان ذلك يجب أن يكون في عملية مستمرة لضمان استدامة تطورها.

في عالم متواصل يتميز بسهولة التنقل والتدفق الحر للمهارات اليدية العاملة عبر الحدود فقد حدثت نقلة نوعية في الاستراتيجيات المطلوبة لتطوير الثروة البشرية، واستبقاءها وتسزيدها المستمر.

من هذا المنطلق، يسر الجمعية البحرينية لمعاهد التدريب الخاصة، بالشراكة مع الإتحاد الدولي لمنظمات التدريب والتطوير دعوتكم للمشاركة في المؤتمر الإقليمي للإتحاد، و المقام تحت رعاية معالي وزير العمل، رئيس المجلس الأعلى للتدريب المهني، السيد جميل علي حميدان، في يومي 17 و 18 يونيو 2014 في قاعة البحرين، بفندق موينبيك البحرين.

خلال يومين من إكتساب المعرفة سيتم التركيز على المواضيع التالية:

- استراتيجيات تطوير الثروة البشرية، منظور شامل
- التفكير الاستراتيجي لتطوير الثروة البشرية، ما وراء الأداء التشغيلي
- التخطيط والتنفيذ لاستراتيجيات تطوير الثروة البشرية
- استراتيجيات تطوير الثروة البشرية، وإعادة التفكير كفرصة للتطوير والتأييد
- استراتيجيات تطوير الثروة البشرية، خبرة من مقياس أداء فعالية الأعمال
- معايير الأداء الرئيسية والممارسات الاستراتيجية
- ما بعد الأداء الجودة
- أطر المؤهلات وتصميمها على تطوير الثروة البشرية
- دور التأهيل المهني، ومعايير التوظيف في تطوير الثروة البشرية
- متطلبات النسخة الخاصة – النسخة المستقبلية
-_leaflet_front_page.png
BSPTI
Bahraın Society of the Private Training Institutes aspires to make Bahrain a regional center for training, professional career development and sustainable human development.

BSPTI works with special local authorities to enable training institutes to perform their role as a strategic partner in the process of sustainable development, as well as their contribution to study the needs and the required renewable competencies in Bahrain’s labour market, and work to raise the level of administrators and leading institutes and providing training solutions based on international standards for relevant learning outcomes.

About BSPTI

BSPTI

International Federation of Training and Development Organisations

IFTDO

T состоялся международный форум по вопросам образования, науки и техники в Женеве, Швейцария, в 1972 году. ИФТДО создавался в Женеве, Швейцария в 1972 году в целях создания и поддержания всемирной сети, посвященной идентификации, развитию и передаче знаний, навыков и технологий для повышения личностного развития, человеческого потенциала, производительности и устойчивого развития.

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in over 30 countries.

Bahrain Society of the Private Training Institutes aspires to make Bahrain a regional center for training, professional career development and sustainable human development.

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

T成立了国际培训与开发组织联合会总部设在瑞士日内瓦，1972年。目的是在全世界范围内建立和发展一个致力于教育、知识和技术的全球性网络，以促进个人发展、人类表现、生产力和可持续发展的网络。IFTDO是一个多元文化和多民族的培训和发展组织，其董事会由来自全球的多元文化背景的董事会成员组成。我们的成员在全球范围内建立了一个多元化的人力资源管理和发展组织网络，将人力资源专业人士与人力资源协会、公司、大学、咨询机构、政府组织和企业连接起来。IFTDO目前代表了50多万专业人员在30多个国家。
The conference will feature a Guest Speech, Keynote address, and specific workshops and will demonstrate the importance of Human Capital Development (HCD) in the private and public sectors. Also the conference will highlight the positive contributions that such development will have on organizations and on the national economy. Several discussions will be conducted to cover a wide range of topics in regards to promoting HCD as an investment and creating, presenting and implementing new initiatives to sustain development and growth.

Prof. Ahmed Sakr Ashour

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Prof. Ashour obtained a Ph.D. in Human Resources and Industrial Relations (School of Business) from the University of Minnesota, U.S.A. in 1970 and did his M.A. in Public Administration from the University of Minnesota in 1966. He is an Advisor to the Minister of Higher Education for Strategic Planning and the Chair of the Commerce Sector Committee (the accrediting body for that sector) and the Supreme Council of Universities in Egypt. Currently Prof. Ashour is a rapporteur of the Committee for Administrative Sciences, the Supreme Council of Culture, Egypt. He has won several research and academic awards and recognitions, both internationally and at the regional level including the prestigious Kuwait Award for the Advancement of Science in Economic and Social Sciences (Management Science) for 2012. Research achievements of Prof. Ashour include one hundred and fourteen (114) published articles and conference / symposium presentations as well as twelve (12) books.

Featured Speakers

Prof. Ahmed Sakr Ashour

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Mr. Zack H. Abdi
السيد زاك عبدي

Told the senior executives of the Oil & Gas industry in Qatar Gas, ADGAS, Saudi Aramco; ART (Arab Radio & Television) and was also managing & operating "Direct English", an English Language Training Centre, developing English Language courses for vocational English for regional banks, hospitals, and other government agencies. His work arena include: HR Consultation, T&D Management, Nationalization Programs, Career Development, and Program Development and Evaluation Analysis. Currently Mr. Abdi is engaged in providing realistic and tailor made National Development process and recruitment solutions according to the clients' needs.

Mr. Khalifa Mubarak AlBouainain
السيد خليفة مبارك البوعينين

The Executive President of Saudi Unlimited Development Co. with 30 year of professional and leadership experience in petrochemical industries operations, supply chain, and business consulting and development. Mr. Khalifa holds an MBA from the University of Hull with an associate degree in Chemical Engineering from Louisiana Tech. University, Higher Diploma in Business Management from the University of Hull, besides executive certifications in projects management, quality auditing, business consulting and training. Currently Mr. Khalifa is working on DBA with Nottingham Trent University, UK.

Mr. Khalifa presented number of papers in local and international conferences and seminars, such as GPCA, ASHRM, Trainers Gathering Convention, IFPDO and ASIS, ARADO where the deliverables enriched the events, particularly in the area of maintaining sustainable and agile business organizations and the role of the leaders in leveraging prosperity through the latest management methodology, the Learning Organization Strategy.
Mr. Hasan Haider is currently the Chief Executive Officer at Tenmou, the first Business Angels Company in Bahrain. He is committed, driven and dedicated to developing a start-up culture in Bahrain and helping other entrepreneurs make their ideas into a reality.

Mr. Hasan started his entrepreneurial activities by launching FILM2GO, an innovative start-up venture that provides online DVD rentals, with free delivery and pickup. Mr. Hasan also has several years of investment experience, most recently as a Portfolio Manager at SICO Investment Bank. Graduated with a B.Sc (Hon) in Economics from University College London, and is a CFA Level 2 Candidate. Hasan is also an active member of the Rotary Club of Adliya, and an alumni member of the Ship for World Youth Alumni Association Bahrain, a Japanese government sponsored youth development and exchange program.

Dr. Wafa Al Mansoori is Acting Senior Director of the Directorate of Vocational Reviews at the National Authority Qualification & Quality Assurance for Education and Training, Kingdom of Bahrain. She joined the Education Reform Project in 2007 and assisted in developing and piloting the Higher Education Review System. Prior to her joining the Quality Assurance Authority, she was a faculty member in the University of Bahrain where she was an active member of the departmental Accreditation Committee.

Dr Al Mansoori is also a member of the Arab Network of Women in Science. She serves on the External Reviewer Board for Oman Accreditation Council, Sultanate Oman. She received her B.Sc. Degree in Electrical Engineering from the University of Bahrain in June 1986, her Master Degree in Microelectronic Systems and Communications from the University of Liverpool, UK in Oct. 1987, and her PhD Degree in electronics from Tufts University, USA in Feb. 1996.

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# IFTDO Regional Conference 2014

## Agenda

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<td>Delegates Registration</td>
<td>08:00 - 08:30</td>
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<td>Opening Remarks &amp; Bahrain National Anthem</td>
<td>08:30 - 08:35</td>
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<td>Recital from the Holy Quran</td>
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<td>Honoring of Strategic Partners, Sponsors, Supporters and Group Photo</td>
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<td>Speech VII: Beyond Quality Performance</td>
<td>14:00 - 14:20</td>
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<tr>
<td>Panel Discussion Moderated by the Session Chairman</td>
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**Time**

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Registered delegates will have the choice to select from three parallel workshops to gain a valuable opportunity for intensive practical experience presented by internationally qualified trainers, which will take place during the 2nd day of the conference.

Limited seats for the following exceptional workshops:

**Workshop I**

Legacy Leadership™
Featured by Dr. Michel Gagne

**Workshop II**

Sustaining Growth Through Developing Employees' Natural Talents
Featured by Mr. Sami Al-Buarki

**Workshop III**

Intergenerational Teams with EI
Featured by Ms. Nicola Ablett

All workshops are Levy approved by the Directorate of Private Institutes Affairs at the Ministry of Labour – Kingdom of Bahrain.
Workshop I

Legacy Leadership

Workshop Description

The aim of this program is to assist organizations in bringing out the best leaders, developing other leaders in your organization, and positively impacting the bottom line in organizations. Legacy Leadership is a philosophy, a model, and a proven process. Legacy Leadership is a complete framework of practices, behaviors, attitudes and values that addresses every aspect of successful leadership. The program focuses basically on competencies and practices with immediate applicability to almost every challenge and possibility leaders face today. The “5 Best Practices” embrace both vision and accountability for results, as well as methods for creating an environment for group success, strong and dependable relationships, and maximizing the talents of diverse perspectives and strengths in the context of organizations.

Target Audience

- Team Leaders
- Managers
- Supervisors

Workshop Objectives

At the end of this workshop, participants will be able to:

- Develop a New Legacy Leadership Corporate Mindset.
- Learn the principles of The 5 Legacy Leadership Best Practices.
- Design and implement action plans to measure and grow.
- Legacy Leadership competencies in personal or organizational environments.
- Learn to utilize the components of Legacy Leadership to set direction and achieve business results.
- Learn to use the Legacy Leadership tools to bring out your best, and the best in others.
- Fully engage your Emotional Intelligence.

Workshop Outline

This comprehensive workshop will include the following modules:

- Legacy Leader – Five Best Practices: Legacy Leaders are:
  - Holders of Vision and Values
  - Creators of Collaborative Innovation
  - Influencers of Inspirational Leadership
  - Advocators of Differences
  - Calibrators of Accountabilities
- Who are the Legacy Leaders

- What is Legacy Leadership
- Executive/Legacy Leadership Coaching
- Legacy Leader Coaching Objectives
- Coaching the leader is as much about WHOM they are as WHAT they do within the five practices of Legacy Leadership
- Legacy Leaders Coaching Process
تنمية المستدامة من خلال تطوير مواهب الموظفين الطبيعية

وصف الورشة

تظهر العديد من المؤسسات إلى النمو عبر استخدام الثروة البشرية ضمن المؤسسة. لكن العديد يفشل في تحقيق ذلك لسبب بسيط وهو أن أرباب العمل لا يجدون ثرواتهم البشرية في أفضل قدراتها.

ورشة العمل هذه ستزود المشاركين بالتقنيات الصورية لتمكين تطوير فرقهم وتوظيف أفضل كفاءاتهم والمساهمة في المستوى الأدنى وتطوير أفراده ومؤسساته.

الفئة المستهدفة

- قادة الفريق
- المدراء
- المشرفين

أهداف الورشة

عند إتمام البرنامج يتوقع من المشاركين فهم التالي:

- مبادئ إدارة المواهب
- أصناف الشخصيات المتعددة (المحمومة المحفزة المذعنة والمملحة) "DISC" بعدف ضمان توظيف الأفراد في المواقع الصحيحة
- كيفية استخدام الأمثل من الموظفين مستخدمين أدوات تجفيفه
- كيفية الامتصاص من الموظفين التجديوًا أفضل مواهبهم الطبيعية
- الفريق بين القائد الحقيقي والقائد المنصب وكيفية تأثيرهم
- كيفية توظيف أسئلة التنافس الإتحادي عشر لمساعدة في استبقاء أفضل الموظفين والموهوبين منهم

خطة الورشة

المحتوى المتكامل للبرنامج سيتضمن الوحدات التالية:

- مقدمة لإدارة المواهب
- السلوكيات البشرية ومواهبنا الطبيعية
- الأفراد الأفضل في الوظائف الأفضل - DISC شخصية
- القائدة الحقيقية مبادل قيادة المناصب
- تأثير القادة في أداء الثروة البشرية
- تقنيات ونظريات التحفيز
- بناء واحدو قائد وتمكين استبقانهم
Workshop III
Intergenerational Teams with Emotional Intelligence

Workshop Description
The success of any and every team is down to understanding the effective ingredients for team success. Intergenerational teams that are diverse and inclusive are key to team’s success as well as understanding the value of team Diversity and Emotional Intelligence. Teams are made up of people, and people tend to always react with emotions and these vary with culture and experience.
This training workshop will provide participants with key insights into effective team ingredients that will contribute greatly to team development and success.

Target Audience
- Team Leaders
- Managers
- Supervisors
- Those who are part of a team and want to improve their team work skills

Workshop Objectives
At the end of this workshop, participants will be able to:
- Understand the concept of Intergenerational Teams and its effect on teams success.
- Understand the concept and importance of Diversity and Inclusion.
- Be Emotionally Intelligent when dealing with team members.
- Know the key ingredients to team success.
- Have insights on how to develop teams and coach team members how to success.

Workshop Outline
This comprehensive workshop will include the following modules:

Module 1:
- Introduction to Intergenerational
- Boomer or a Veteran – Millennials or Generation Y
- Key Characteristics of Each Generation
- Facts Public Employers Need to Know
- Intergenerational Workplace Trends
- Youth Bubble Opportunity or Threat
- Harness the Energy

Module 2:
- Introduction to Diversity and Inclusion
- What do we mean by Diversity
- What is Inclusion
- Women and “differently abled” are intrinsic to successful teams
- Does culture have an impact on our work behavior
- Will my gender affect my career opportunities
- Attitude or Aptitude - am I employable

Module 3:
- Introduction to Emotional Intelligence
- Emotions & health
- Positive & negative emotions
- Why we need to use emotion
- Developing ability to use emotion
- Understanding emotions (skillful/non skillful)
- Problem caused by negative emotions
- Understanding emotional triggers

Module 4:
- Are teams all they are cracked up to be?
- What are the components of a successful team
- Can we build our team from scratch
- Do we need a leader
- Performance incentives and rewards
- Is personality profiling useful
- Transactional Analysis and how it effects my work performance
- To Mentor or not To Mentor It shouldn’t even be a question
- Does coaching add value
Workshops

Presenters

Workshop ||
Dr. Michel Gagne

Dr. Michel started training coaches in 1975 in Quebec, Canada. For 10 years his train the trainer program has successfully contributed to more than 35,000 coaches in Canada. Dr. Michel is a Certified Counselor with the International Society of Mental Training and Excellence. He is also a Certified and Licensed Leader with the Legacy Leadership Institute of Dallas, Texas and a Certified NLP Coach with Lambent do Brazil of Sao Paulo and the International Coaching Community (ICC). He is also a Master Course Conductor with the Coaching Association of Canada since 1972. Dr. Michel Gagne is a speaker, facilitator and International Executive and Corporate Coach with more than 35 years of experience and he has been in Asia for more than twenty years.

Workshop ||
Mr. Sami Al Buarki

Mr. Sami holds a master’s degree in executive management - Business Administration EMBA from the University of Bahrain. Mr. Sami also obtained several professional certifications and international credits; a Certified Instructor in the Evaluation Systems of Personalities (Thomas International), a Certified Instructor for the 360-Degree Evaluation Systems (Persona Global) USA, Certified Consultant (Global Management Consultants), Certified Trainer (Solution People) that is specialized in developing innovation. Over the years, Mr. Sami has delivered various trainings in the Kingdom of Bahrain and the GCC.

Workshop ||
Ms. Nicola Ablett

With many professional qualifications such as the College of Professional Management (UK), International Profiles, Training the Assessor, Compensation and Benefits, Level A and Level B Psychological Society Certificate of Competence in Occupational Testing, Assessment Administration, Certified PRISM Brain Mapping Practitioner, Certified Emotional Behaviors at Work Practitioner and a Certified Professional in Human Resources of Compensations from iHRME. Ms. Nicola is heavily active in coaching teams and creating Personal Development Plans for individuals to achieve personal and organizational objectives.
REGISTRATION FORM

Effective Human Capital Development Strategies for Sustainable Growth

IFTDO Regional Conference 2014

CONTACTS
T +973 17644955 | M +973 36644430 | +973 33991881 | E events@gtrust.org | W www.gtrust.org/events

We hereby register the following delegate(s) for the above mentioned event:

REGISTRATION

1. 
2. 
3. 
4. 
5. 

Workshops elected

1. Workshop I
   Legacy Leadership

2. Workshop II
   Sustaining Growth Through Developing Employees' Natural Talents

3. Workshop III
   Intergenerational Teams with EI Featuring

Methods of Payment

Payment must be made in Bahraini Dinars and payable to:

Bank Transfer
Bank of Bahrain & Kuwait (BBK)
Account No. : 100000201725
IBAN No. : BH06BBKU00100000201725

Cheque
Golden Trust
Account Name: Bank Name: Bank of Bahrain & Kuwait (BBK)
Account No. : 100000201725
IBAN No. : BH06BBKU00100000201725

CORPORATE INFORMATION

Company Name
Contact Person
Designation
Address
Tel Fax Mbl

Workshops:

1. Workshop I
2. Workshop II
3. Workshop III

*Each delegate is entitled to register for one workshop only*

ATTENDANCE FEE: BD 200 Per Delegate

T +973 17644955 | F +973 17644965
E info@gtrust.org | W www.gtrust.org

The IFTDO Regional Conference 2014 Workshops Facilitator

TMTM

ISO 9001:2008         273
Cert. no. AJAEU /12 /12652

Member of

The IFTDO Regional Conference 2014 Workshops Facilitator
REGISTRATION FORM

Effective
Human Capital Development
Strategies for Sustainable Growth
IFTDO Regional Conference 2014

CORPORATE INFORMATION

Company Name ____________________________________________
Contact Person __________________________________________
Designation _____________________________________________
Address _________________________________________________
Tel _____________________________ Mbl __________________________ Fax ________________

REGISTRATION

We hereby register the following delegate(s) for the above mentioned event:

Name ___________ Job Title ___________ Email ___________
1. ____________________________________________ ____________________________
2. ____________________________________________ ____________________________
3. ____________________________________________ ____________________________
4. ____________________________________________ ____________________________
5. ____________________________________________ ____________________________

*WORKSHOPS: (Each delegate is entitled to register for one workshop only)

Workshop I Legacy Leadership
Workshop II Sustaining Growth Through Developing Employees' Natural Talents
Workshop III Intergenerational Teams with EI Featuring

Methods of Payment

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Account Name: __________________________
Bank Name: Bank of Bahrain & Kuwait (BBK)
Account No.: 10000201725
IBAN No.: BH06BBKU00100000201725

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ATTENDANCE FEE: BD 200 Per Delegate

DATE ________________ SIGNATURE __________________ STAMP __________________

Date

Event Organiser
Event Manager & Workshops Facilitator
Strategic Partners

ISO 9001:2008
Cert. no. AJAEU /12 /12652

Event Manager & Workshops Facilitator
Strategic Partners

Manager of the Private Training Institutes

golden trust