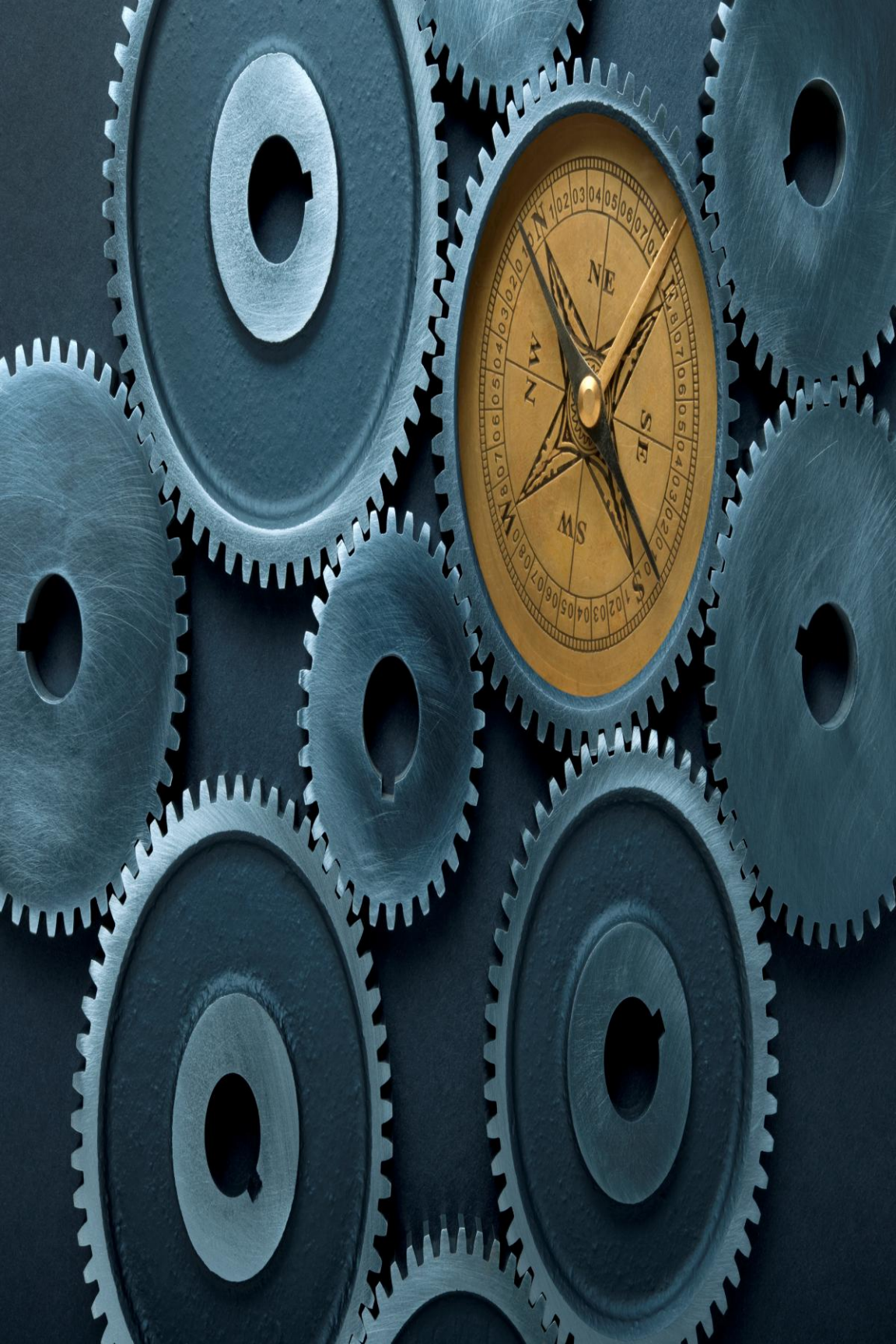




Strategic Global Human Capital Management

Welcome to our journey through Strategic Global Human Capital Management. We'll explore how top companies excel globally, navigate workplace trends, and build sustainable, innovative cultures.



Characteristics of High-Performing Organizations

1

Clear Vision

Top companies have a compelling vision that resonates with Saudi values and global aspirations.

2

Agile Adaptation

They swiftly adapt to changes, balancing tradition with innovation in the Kingdom's dynamic market.

3

Employee Empowerment

These organizations nurture talent, fostering leadership at all levels, aligned with Saudi's Vision 2030.

Hi-Performance Global Companies

4

Strong and Effective Leaders

Hold themselves and others accountable and are role models for success.

5

Results Oriented

Set achievable goals and reward success.

6

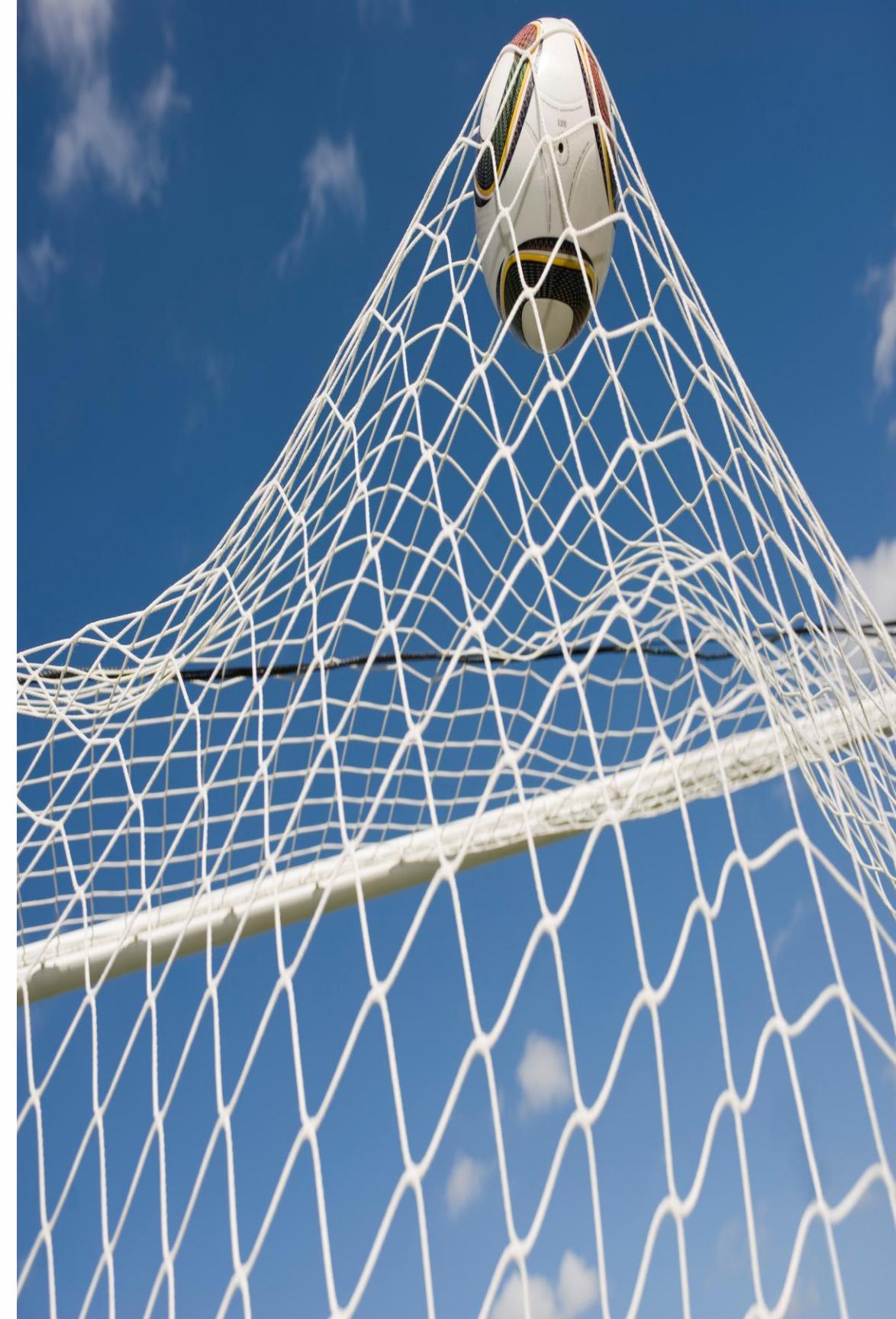
Data-driven Decision Making

Effective use of analytics and insight in real time.

7

Invest in Skill Development

New on the list - - new skills are needed for new global demand.



What enables your high-performing organization?

The Role of Culture in Global Success

Cultural Intelligence

Embracing diversity and understanding global nuances is crucial for Saudi companies going international.

Values Alignment

Successful organizations align their corporate values with local cultural norms and global standards.

Inclusive Practices

They create an environment where diverse perspectives are valued, fostering innovation and growth.

Assessing Your Organization's Culture

1

Identify Core Values

Start by clearly defining your organization's fundamental beliefs and principles.

2

Survey Employees

Gather insights from your team about their perception of the company culture.

3

Analyze Behaviors

Observe how daily actions and decisions align with stated values and goals.

4

Implement Changes

Based on findings, make necessary adjustments to strengthen your cultural foundation.



Describe the components of an ideal work culture?

Global Macrotrends: Upskilling and Reskilling

Continuous Learning

Embrace a culture of lifelong learning to keep pace with rapid technological changes.

Digital Literacy

Focus on enhancing digital skills across all levels of the organization.

Soft Skills Development

Emphasize emotional intelligence and adaptability alongside technical expertise.

Cross-Functional Training

Encourage employees to develop skills outside their primary roles for versatility.





Generational Expectations of Employers

Generation	Key Expectations
Baby Boomers	Job security, respect for experience
Gen X	Work-life balance, autonomy
Millennials	Purpose-driven work, rapid advancement
Gen Z	Technological integration, social impact

Gen Z: Digital Natives in the Workplace



Tech-Savvy Workspace

Provide state-of-the-art tools and platforms for seamless digital interaction.



Flexible Work Arrangements

Offer options for remote work and flexible hours to attract Gen Z talent.



Social Responsibility

Emphasize corporate initiatives that align with Gen Z's values and concerns.



Continuous Growth

Implement mentorship programs and clear career progression paths for young professionals.



How do you recruit younger and older workers?

Attracting and Retaining Top Talent

1

Employer Branding

Develop a strong employer brand that resonates with Saudi values and global aspirations.

2

Competitive Benefits

Offer comprehensive packages tailored to different life stages and cultural needs.

3

Career Development

Provide clear growth paths and learning opportunities aligned with Vision 2030 goals.

4

Work-Life Integration

Foster a culture that respects personal time and promotes overall well-being.



The Role of AI in Future Organizations

1 Enhanced Decision Making

AI will provide data-driven insights for more informed strategic choices.

3 Personalized Employee Experience

AI will tailor learning and development programs to individual needs and aspirations.

2 Automated Routine Tasks

Repetitive work will be handled by AI, freeing humans for creative tasks.

4 Ethical Considerations

Organizations must navigate the ethical implications of AI in the workplace.



Leadership Requirements for Tomorrow

Digital Fluency

Leaders must understand and leverage emerging technologies to drive innovation.

Cultural Intelligence

Navigating diverse global markets requires heightened cultural awareness and adaptability.

Agile Mindset

The ability to pivot strategies quickly in response to global changes is crucial.

Building Your Leadership Brand

1

Self-Assessment

Identify your unique strengths and values that align with leadership principles.

2

Vision Crafting

Develop a clear, inspiring vision that resonates with your team and organization.

3

Consistent Communication

Articulate your vision and values consistently across all platforms and interactions.

4

Continuous Growth

Regularly seek feedback and opportunities for personal and professional development.



What are you known for?

Creating a Culture of Innovation

Encourage Risk-Taking

Create a safe environment where calculated risks and new ideas are welcomed.

Cross-Functional Collaboration

Foster teamwork across departments to spark innovative solutions.

Reward Creativity

Implement recognition programs that celebrate innovative thinking and problem-solving.

Continuous Learning

Provide resources and time for employees to explore new concepts and technologies.





Driving Transformational Change

1

Clear Vision

Articulate a compelling future state that aligns with Saudi Arabia's national vision.

2

Stakeholder Engagement

Involve key players at all levels to build buy-in and address concerns.

3

Agile Implementation

Use iterative approaches to make quick adjustments based on feedback and results.

4

Continuous Communication

Maintain transparent, regular updates to keep everyone informed and aligned.



Measuring Success in Transformation

Metric	Description
Employee Engagement	Measure enthusiasm and commitment to new initiatives
Productivity Gains	Track efficiency improvements post-transformation
Innovation Index	Assess the number and quality of new ideas generated
Customer Satisfaction	Monitor changes in client feedback and loyalty

The Future of Work, Workers, and the Workplace



Hybrid Work Models

Embrace flexibility with a mix of remote and in-office work options.



AI Collaboration

Prepare for increased human-AI teamwork across various roles and industries.



Sustainable Practices

Integrate eco-friendly initiatives aligned with Saudi Green Initiative goals.



Global Talent Pool

Tap into worldwide expertise while nurturing local Saudi talent.

