Human Development Solutions DMCC
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UAE NATIONAL DEVELOPMENT PROGRAM

Approved by:
KNOWLEDGE & HUMAN DEVELOPMENT AUTHORITY
Emiratisation is a Key Performance Indicator of achieving Vision 2021. Building a competitive knowledge economy is one of the six pillars of National Agenda in line with Vision 2021.

Aligned with the vision of His Highness Mohammed bin Rashid Al Maktoum to harness the full potential of UAE’s National human capital by maximizing the participation of Emiratis, encouraging entrepreneurship, and nurturing home-grown public and private sector leaders while attracting and retaining the best talent, our Emirati Development Program is carefully designed to cater to the learning needs of UAE nationals working within organisations.

The program is designed to equip and empower the UAE nationals with the necessary expertise, competencies and abilities to enhance their performance and advance their career growth.

We create exceptional training experiences through proven methodologies and cutting edge technology resulting in truly engaging learning journeys.

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It's all about People
Enabling them to leverage their true potential

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UAE NATIONAL DEVELOPMENT PROGRAM

THE FOCUS AREAS

1. Managing Self Modules
   - Aligning objectives & driving individual performance
   - Personal branding – art of positioning self
   - Critical thinking & problem solving

2. Managing Others Modules
   - Communicating for results
   - Enhancing Client Centricity
   - Emotional & Cultural Intelligence

3. Managing Performance Modules
   - Adapting to Change & Overcoming Resistance
   - Critical thinking & problem solving
   - Teamwork & Collaboration

Other Key Modules
- Analytical thinking & creative problem solving
- Fostering creativity & innovation
- Making informed decisions
- Getting organized & in control
- Managing conflicts
- Emotional intelligence
- Negotiation skills
- Consultative selling & relationship management strategies

OUR DIFFERENTIATION

01 How is this program unique?
02 How do we create value?
03 What is our Methodology?
**UAE NATIONAL DEVELOPMENT PROGRAM**

**HOW IS THIS PROGRAM UNIQUE**

We have a proven track record of creating 'Business Impact' through enhancing

- **91%** of our delegates saw an increase in their business.
- **85%** of our delegates reported that their new skills have improved their performance.

**WHAT IS OUR METHODOLOGY?**

**BLENDED LEARNING**

1. **Ownership**
2. **Result Centricity**
3. **Proactivity**
4. **Retention**
5. **Engagement**

**HOW DO WE CREATE VALUE?**

- Experiential Learning
- Digitalization/Gamification
- Focus on Business Impact & ROI

- Design & Development of Customised Blended Learning Program
- Competency Based Assessments & Individual Development Plans
- Knowledge Assessments
- Post Program Learning Reinforcement & Assignments
- Classroom Training Intervention
- Group / One on One Coaching Sessions
- Progress Report & Management Updates
- Final Project + Evaluation
- ROI Report Submission to the Organization
- Stakeholder Engagement – to identify, specific challenges & opportunities
- Progress Report & Management Updates
- Final Project + Evaluation
- ROI Report Submission to the Organization
DASHBOARD

ANALYTICS & TRACKING DASHBOARD

We build a bespoke platform for the program that provides both learners and admins/managers a powerful dashboard.

We work in the space of Learning Technologies, constantly assessing the latest trends and proven methodologies. We create exceptional learning experiences that drive behaviour change and create impact.

THIS WILL INCLUDE

- Tracking information
- Displaying learner progress performance
- Attendance
- Giving learners access to various resources

OUR FOCUS

BUSINESS IMPACT & ROI

Source: Jack Phillips ROI Model
MICRO LEARNING & REINFORCEMENT APPLICATION

Guarantees an engaging & motivating learning experience for employees and a superior training ROI through its multi-dimensional execution.

SOcial
community driven knowledge sharing and learning

PERSOnAL
self-paced and self-directed learning

AAssisted
journey through ongoing involvement, feedback and evaluation

GAMIFIED
journey providing sense of progress and achievement

WHY MICRO LEARNING WORKS

Better Retention
Learning in 3-7 minute chunks matches the brain's working memory and attention span

Higher Engagement
Microlearning generates 50% more engagement than traditional learning methods

Better Adoption
8 out of 10 L&D professionals favor microlearning because their learners prefer it

Less Resources
Microlearning can increase the speed of development by 300% while cutting the cost by 50%

MENTORING PROGRAM
With Unique Mentoring Program

No matter what an organization's goals are, developing a structured mentoring program is a powerful way to improve employee performance and bring the company closer to its objectives.

- Improve employee satisfaction, engagement & motivation
- Retention and development of talent
- Develop new and emerging managers & leaders
- Promote cross-functional knowledge in a cost-effective manner
- Drive on-job productivity, critical thinking, problem solving & business acumen
- Employer branding: investment in people & embedding core values
WE KNOW THAT LEARNING TRANSFER AND RETENTION TAKES PLACE THROUGH DISCOVERY AND EXPERIENCE.
CEO

IRFAN HAFEEZ

Irfan has been associated with multinationals and large local corporates over the last 28 years developing human capital across different business segments and industries.

He has established himself as a key regional player and worked on different projects in Asia Pacific, Middle East, Europe and Central Asia. He has designed & delivered 1000’s of workshops on soft skills in countries like: Singapore, India, Netherlands, Germany, Pakistan, Saudi Arabia, Romania, Kazakhstan, Uzbekistan and UAE.

He has cultivated and nurtured strong relationships with prestigious learning organizations such as Harvard Business School, American Society for Training & Development (USA), ILM - UK and many others. It enables him to leverage their expertise in making his training programs unique, rich in content and extremely result centric.

Irфан’s strength lies in his belief in the human spirit of continued improvement. His innate desire and dedication to make a difference in people’s lives drives his creativity in designing interventions that create a lasting impression on delegates and business communities.

Experience Signature Tracks

- Business alignment and executing strategy
- Embedding change culture in organisations
- Improving operational excellence and efficiencies
- Making leaders more ‘authentic’
- Enhancing customer and employee scores
- Embedding change culture in organisations
- Improving operational excellence and efficiencies

Specific Certification

- Harvard Business School Graduate
- Certified Coach
- EQI (Emotional Quotient Inventory)
- NLP
- MBTI
- ICGM – Wealth Management
- NEBSM – Supervisory Management
- Master Facilitator – Train the Trainer
- Leadership Simulations Facilitator

COO

NATALIE SEJEAN

Originally from the UK, Natalie has spent nearly 30 years in Human Resources and People Development, including more than 20 years in the Middle East.

She has been fortunate enough to have enabled the people strategy for many businesses in different sectors, including financial, oil and gas, retail, hospitality, government, manufacturing, digital media, visa and travel services; working within companies ranging from 280 employees to 45,000 employees As well as her Overall HR expertise, Natalie has a passion for people development and is an engaging facilitator who designs as well as delivers interactive and experiential learning programmes. Her programmes, including learning board games that she creates herself, have helped thousands of managers; along with her one to one coaching which is in high demand with CEOs and other senior leaders.

Natalie believes in a pragmatic approach to get things done and couples her creative side with some very practical project management skills, ensuring implementation happens and business objectives are achieved. All of this is done with a sunny smile and most people who have worked with Natalie over the years will tell you how much they’ve learnt from her and that they would always want to work with her again!

Natalie has been working with the ILM since 2000 when she developed and delivered an ILM certified middle management programme for Dubai Aluminium company. Following this success, she ensured that the Department of Economic Development became the first government entity in the UAE to be certified as an approved ILM centre and designed a whole range of ILM certified UAE national graduate and other management development programmes for Emaar, Dubai Bank, Amlak and Tecom.

Specific Certification

- Prosci Change Management
- Lominger Leadership Architect and Voices
- CIPD Certificate in the Psychology of Organisational Development and Change
- British Psychological Society
- ILM
- MBTI
- SDI
- Talent Smart Emotional Intelligence
GLOBAL PARTNERSHIPS

We partner with the world’s thought leaders in Learning & Development bringing organizations the best of international solutions and local expertise.

HDS IS CREATING VALUE THROUGH ALIGNMENT, EXECUTION & CONTINUOUS DEVELOPMENT OF ORGANIZATION'S MOST VALUED ASSET, ITS PEOPLE.