

*Under the patronage of His Highness the Crown Prince
of the State of Kuwait,
Sheikh Nawaf Al-Ahmad Al-Sabah,*

**1st
Announcement**

41st IFTDO

World Conference & Exhibition

**The Annual Conference Of The International Federation
of Training and Development Organizations**

Organized by



Sustaining the Workforce in a Competitive Environment

Invitation

On behalf of the Higher Organizing Committee, we would like to invite delegates from all over the world to attend and share a rewarding experience at the 41st IFTDO Annual Conference. As the State of Kuwait will be hosting this gathering for the very first time, it would support all possible efforts to make it a very memorable event.

For our part, the higher organizing committee also hopes to design and present a program of an outstanding professional nature that meets the needs and interests of our respected delegates and equips them to develop a workforce that has the vital skills that match the future goals of their organizations. To this end, we seek your valuable input and participation.

Strategic Partner



Kuwait Petroleum Corporation

15-18 April, 2012

**Kuwait Sheraton Hotel,
Kuwait City, Kuwait**

Sponsors



Civil Service Commission



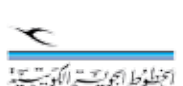
**Arab Administrative Development
Organization (ARADO)**

Cultural Sponsor



**National Council for Culture Arts &
Letters, State of Kuwait**

Official Carrier



Kuwait Airways

**Jamal Alduaij, Chairman,
Higher Organizing Committee**

Introduction

Any Discussion of sustainability means highlighting activities which are bearable, equitable, viable and have long lasting results. The United Nations defined it as satisfying present needs without sacrificing nor risking the future ones. Since it was founded, IFTDO has emphasized achieving these goals and maintaining sustainable development. A sustainable effort is also referred to as “a trade-off process between elements of a defined formula to reach optimum solutions.”

Human resources managers are continuously monitoring and assessing the outcomes of their duties and the levels of satisfaction in terms of the corporate development. They indicate in their studies that workforces gradually lose their momentum and productivity as time passes. This is why modern organizations always seek comprehensive roadmaps to follow in order to keep up with the standards of this competitive global environment and energetic workforce. Sustainable measures are the ingredients to use in organizational activities and programs if feasible long-lasting services and products are to be secured.

Sustaining the Workforce in a Competitive Environment

will be the theme of the conference, and the program will be designed to explore a compromise formula. The aim will be to arrive, by the end of the event, at a proper and practical mix between the correlated elements to achieve optimization of the workforce. (Explain the ‘compromise formula’ more clearly here)

It is apparent, due to the diverse nature of this formula, that workforce planners, professionals, economists, managers, policy makers, system developers, and auditors have to get together in order to fully satisfy sustainability principles through a disciplined gathering and exchange of ideas. This conference will address the details of these principles through keynote speeches, lectures, specialty workshops, and round-table discussions.



The Program

The scientific program topics which arise from the conference theme are listed as guidelines for

Interested researchers, practitioners, scholars, and other professionals to submit their relevant papers.

The conference will begin with a ceremonial opening session and a keynote speech on the evening of the first day. The following two full days will include keynote speeches, lectures, working sessions, and seminars. The fourth day will be a half-day program of workshops in parallel sessions.

Notice: *The official conference language is English*

Conference Overview, Tracks, and Topics

Managers and team members, system developers, auditors, and clients are the cornerstones of the successful implementation of any action plan. It is possible to run and accomplish an ambitious development program but still not have the well-built professionals who can take the organization to satisfactory competitive levels. This gathering will concentrate on “what the participants need to know” either to lead, or form part of, a project team or a taskforce responsible for specified duties in their corporate plan to make successful and promising investment decisions.

Tackling principles, findings, experiences, and best practices is intrinsic to this conference. Therefore, real causes and methods of enhancement of high project performance will be discussed, and practical solutions will be defined at this gathering. The following topics would highlight the conference program sessions and serve the specified theme:

- *Training and career development philosophy versus sustainable development enforcement.*
- *Sustaining the Workforce in a Competitive Environment: actual practices and professional experiences.*
- *Aspects of sustainability versus investment decisions in the Human Resources Industry and the expected returns.*
- *Analysis of measures, criteria, and indicators as decisive tools in directing activities to achieve a successful and sustainable outcome.*
- *Evolution of information technology and communications and the modernization of HR management techniques.*
- *Learning and Training: 21st century trends.*
- *Privatization: partnership and the aspects of performance monitoring and control.*
- *Leadership; Excellence models; Indicators.*
- *Planning and Development Challenges: Uncertainty, Contingency, Schedules, Budgets, Conflicts.*
- *Implementation of sustainability measures versus culture, race, and values.*

The International Federation of Training and Development Organization (IFTDO)

IFTDO is a worldwide network of human resource professionals. It 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.

IFTDO is the most multinational, multicultural training and development organization in the world, with a truly diverse board of directors leading the organization. IFTDO 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.

IFTDO has special consultative status with the Economic and Social Council of the United Nations (UN) and is an accredited non-governmental organization (NGO) to the UN Department of Public Information in New York.

IFTDO's vision is to be a unique and effective resource to the HRD profession, working GLOBALLY for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness.

Arabian Gulf Career Development Forum (CADEF)

CADEF is the Arabian Gulf Career Development Forum. It includes under its umbrella a group of experts, specialists, and professionals from the Gulf States in the fields of human resources management, career development, and training. The forum was initiated by a meeting of professionals in 2000, and was then declared a professional body when it held its first conference in 2002 in the State of Kuwait.

CADEF's formal status was approved at the third conference held in 2004 as a Gulf professional body specializing in the field of human resources.

CADEF holds its annual activities under the patronage of His Highness the Crown Prince of Kuwait, Sheikh Nawaf Al-Ahmad Al-Sabah. It is supported by more than 50 specialized multi-national organizations from the public and private sectors and more than 1500 experts, specialists, and trainers from the region and around the world.

CADEF organizes different professional activities (symposiums, certified training courses, newsletters, technical support, applied projects, and an annual conference). The annual conference designates the main program of action, resulting in projects, mechanisms, and directions that are chosen for that year according to the priorities and professional interests of its members.



Training and Career Development Exhibition

An exhibition will be held in conjunction with the conference for interested establishments in the field of human resources, training, and career development who wish to take advantage of this opportunity. They are kindly requested to contact the organizers to coordinate booking display stands for their products, software, and training services.

Meet the Author... Bringing Books to Life

Meet the Author is an interactive session which provides a wonderful platform to learn, share ideas, and provide literary contributions to society. Delegates will have an opportunity to meet and discuss ideas with authors, writers, and others who have made significant contributions in relevant areas. These sessions also provide opportunities for book signing and sales by the authors.

Accompanying Programs

The Social and Cultural Program Committee has coordinated a cultural tour program with the Kuwait National Council for Culture Arts & Letters to add an interesting flavor and some local color to this international gathering. The program includes Arabian Gulf nights and visits to heritage sites. It will also include a cultural evening, followed by a Gala Dinner. These events will be held at selected tourist attractions in Kuwait City and other vicinities.





Call For Papers

The conference Scientific Committee would like to take the opportunity in this first announcement to invite authors to submit papers that relate to the conference topics. Submission guidelines and timetable are outlined below.

Submission Information

Papers are invited on the topics outlined above, and any others falling within the scope of the theme. Abstracts of no more than 300 words are to be submitted within the invitation period mentioned below.

Abstracts are to be submitted by E-mail and should clearly state the purpose and results of the study. Conclusions of the work will be described in the full-length paper on which the final acceptance will be based. Speakers will have a reduced registration fees.

Correspondence and any other enquiries related to submission will be addressed to the conference Scientific Committee coordinated: Dr. Fahad Alnasir

Scientific Committee

Dr. Roger Addison - USA
 Bob Morton - England
 Tayo Rotimi - Nigeria
 Alias Masood - Malaysia
 Dr. Helmi Sallam - Egypt

Advisory Committee

Dr. Yousif Alebraheem
 Abdullateef Alhouti
 Abdullah Alnafee
 Ahmed Al Saleem

Timetable

Last day to submit the abstract:	31/7/2011
Letter of acceptance of the abstract:	15/9/2011
Last day to submit the full-length paper:	1/12/2011
Final acceptance of the paper :	9/1/2012

Conference Venue

The conference organizers are keen to choose a convenient time and place to hold conference activities. The Kuwait Sheraton Hotel, which will be the venue of the conference, is located in the heart of Kuwait City close to the business district.



Accommodation and Transportation

The conference organizers have chosen a number of recommended hotels near the conference location and will arrange transportation to and from Kuwait International Airport, in addition to a daily transport service to and from the conference venue for delegates who choose to stay in other selected hotels.

Kuwait has an established transit system with local and intercity buses that operate round the clock. Taxis charge a flat rate between the city and airport (K.D.5). Local taxis with meters are available for getting around. To hire a car, one must have an International Driving Permit.



Contact Address:

Mr. Yahia Hassan
 Tel.: (965) 22412176/4 - Fax: (965) 22412188
 Mobile (965) 66405630, (965) 97393320.
 Web : www.cadef.net - E-mail: info@cadef.net