



The International Federation of Training and Development Organizations IFTDO Middle East Regional conference



ORGANIZED BY

ARABIAN GULF CAREER DEVELOPMENT FORUM (CADEF)

1st Call



The Making of A Sustainable Workforce for The 21st Century Organizations

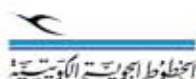
Partnership Technology Performance Excellence

13-15 December 2010

Kuwait Marina Hotel



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Welcome to IFTDO Middle East Regional conference

The making of a sustainable workforce For the 21st century organizations



Dr. Fahad Al-Fadolah
*Secretary General
(CADEF)*

Arabian Gulf Career Development Forum (CADEF) included under its umbrella a group of experts and specialists from gulf cooperation council states at the scientific research level in the fields of human resources development, career development and training.

The forum has been declared in the first conference held in

2002 in Kuwait state, and its formal system approved in the third conference held in 2004, as a gulf professional league concerned with the specialized topics in the same field. The forum is supported by specialized work organizations in public and private sectors as well as the experts, specialists and trainers in the council states. The annual conference prepares the main actions which result in the projects, mechanisms and pivots that are required to be regularly dealt with and which constitute the priority and professional interest of the forum members.

Out of the most distinctive recommendations which are sometimes translated into projects and executive work program of the current annual circle were the issues relating to the centers and units for training and career development in the work organizations. The organizations in both public and private sectors paid attention to the effective practices that may be achieved in preparing and qualifying the human resources in the work organizations while establishing and managing the training centers and units specialized in these organizations as a professional work organization able to make the required changes in the performance, skills and knowledge of the workers and the culture of the organization alike.

An interesting agenda is being prepared to meet the ambitions of the conference delegates. It is designed to reflect the comprehensive roadmap a modern organization needs to follow to compete in this competitive global environment.

Sustainable measures are the ingredient to be used in the organizational activities and programs to secure feasible long lasting operational and maintainable projects.

The conference program is built to achieve this vision by being in itself a comprehensive developing tool.

Keynote sessions , discussion panels, workshops , case studies and the exhibition and more will fill the program with diverse issues in the making of a sustainable workforce to meet the 21st century organizational needs. Social and cultural program will be coordinated with the corresponding entities to add an essential element to this international gathering.

On behalf of the higher organizing committee we would like to welcome delegates from all over the world in sharing with us this fantastic experience hoping that we succeed to present a professional effort to help our respected delegates to become part of an equipped workforce with developed vital skills to meet the promising 21st century organizations.



Prof . Jamal Alduaij
*Chairman,
Higher Organizing Committee*



IFTDO & CADEF

This joint effort between IFTDO & CADEF as specialized bodies comes as part of the two entities objectives in serving the profession. Communications and cooperation's between HR societies are strongly utilized since this type of interface is commonly practiced between Global societies and local ones for the benefits of both mutual interests.

Middle East represents healthy, wealthy, rich in history, and youth societies. Continuous development is always the center point of strategic plans in those societies. At the same time, Middle East represents a heritage of the old world. CADEF evolved ten years ago in these societies and went deeply into the hearts of HR personnel and policy makers to investigate prime issues and concerns. IFTDO as a worldwide organization with diversity in its membership will help contribute with CADEF in this cooperative effort in directing, monitoring, advising toward the enhancement of beliefs, culture, values, behavioral issues being practiced in the organization.



Annual Conference

The annual conference for the forum proposes multiple topics including important and vital recital which deals with the issues relating to the message, roles, and structure of training centers and units and development career in the work organizations. This topic resulted from the recommendations of the previous conference including the discussions, sessions, dialogues, contributions, and proposals held during its actions.

The conference offers in its program opened discussions circles and sessions that focus on the pivotal side of the professional methodology in addition to 8 specialized workshops held in an independent day which deal with the applicable sides of the participants to meet the different training needs and cope with the multiple career backgrounds which are included under these participations.



Conference overview

Managers and team members, system developers, auditors, and clients are the cornerstone for any successful effort. This gathering will concentrate on "what the participants need to know" to either lead or be a member of a project team to achieve success and the promising investment decisions accordingly.

It is possible to run and accomplish an ambitious development program but still not have the well built professionals who need to serve in the sustainability of the organization implementation plans. Tackling the principles, findings, experiences, and best practices are intrinsic to this conference. CADEF is formed to raise real world issues and based on real facts, information, and statistics which coincides with IFTDO objectives and mission. So, real causes and enhancement of high project performance are discussed and practical solutions are furnished in this gathering. This following is a list of the program tracks in the conference.

The making of a sustainable workforce for the 21st century organizations

Investment decisions in the Human Resources Industry, i.e. Training, consultation, career development, outcome assessment, administration and systems are strongly attached to the expected returns considering aspects of sustainable measures. Deep analysis of these measures and criteria is the decisive tool in directing activities to achieve more successful results.

Professional societies, practitioners, and researchers in the human resources management fields have monitored the outcomes and the levels of satisfactions for the related project. It was noticed that the results indicated work forces lost the long lasting momentum and productivity. "The making of a sustainable work force" is the theme to be tackled by the invited speakers based on their actual practices and professional experiences.

The sustainability aspects are the focus of this year conference. The aspects are viewed as the measure of how comprehensive and successful a project is as a human product and activity to serve in the aspects of sustainability. The conference will address the details of those aspects through keynote speakers, lectures, speeches, and specialty workshops and round table discussion sessions.

Conference Program Tracks & Subjects:

Training philosophy and sustainable development enforcement.

Evolution of information technology and the modern training techniques.

Learning & Training... 21st century trends.

Privatization... partnership... The aspects of performance monitoring & control.

Leadership... Excellence models... Indicators.

Intellectual capital & investment.

Uncertainty... Contingency... Scheduling... Budgets... Conflict & The planning Challenges

Talent Management.

Elements of sustainability.

Sustainable development of the human resources.

Problems of sustainability in a multinational workforce.

Role of women employment in workforce sustainability.

Senior Keynote Speakers & Guests

Key Note Speakers 2010



Dr. Uddesh Kohli
Secretary General
IFTDO



Dr. Tareq Sweidan
Chairman of the Board of Directors
Gulf Innovation Consulting and
Training - Kuwait



Prof. Homoud Fahd Al-Modaf
Vice-Chairman of the Higher Committee
Kuwait Occupational Standards
Assessment & Certification Org.(ROSAC)



Prof. Yaqoub Yousef El-Refaei
Director General
The Public Authority for Applied
Education and Training (PAAET) Kuwait



Dr. Mohamed Ally
Past President
IFTDO



Eng. Salah Al-Zamel
Vice President of Human Resources
Saudi Telecom Company



Dr. Helmi Sallam
IFTDO Middle East
Representative



Eng. Asaad Saleh Al-Saeed
Director of Human Resources
Petroleum Industries Company-Kuwait



Dr. Amr El-Baradei
Vice President of Business Development
Khairat Group Holding Company - Bahrain



Dr. Tamer Mohamed
British University - Egypt



Prof. Aliis Mosod
GCEHC UITM - Malaysia



Prof. Huda Saqer
Former president of the Sadat
Academy for Management Sciences - Egypt



Prof. Ahmed Abdalaziz Al-Khayat
Director of Human Resources
Ministry of Works - Bahrain



Eng. Ashraf Gomaa
Chief Executive Officer
Gulf Group of Merit - Egypt

A distinguished group of Gulf, Arab and International personalities and experts are going to participate in the working sessions and seminars for the Annual Conference of the Forum, where the organizing committee works to extend an invitation to a distinct group of experts and

professionals to share their efforts of science on the subject of the conference and its reasons. In addition, a number of professional associations and international Labor links are invited to participate in the work sessions and the management of the associated workshops.

Workshops

Practical workshops consistent with the theme of the conference are associated to the conference sessions. They will be presented by a group of experts and specialists in the field of human resources development and management, career development and training. The workshops are offered in parallel on the third day of the Conference during the morning. Participants in the workshops will receive a certificate from the Forum stating that they successfully completed the workshop.



Scientific Program

The Scientific Program of the conference contains working sessions and seminars in the morning on the raised topics throughout two days. Also, it includes culture evenings followed by a dinner in one of the tourist places in the country. On the third day, the scientific program contains parallel workshops to choose one of them by the co-conference to record in it.



Cultural evenings

To the conference guests

The conference organizers have prepared a rich program for distinguished cultural evenings which will be presented by eminent personalities from the conference guests. These evenings will be held in the main tourist attractions in Kuwait city.

Scientific Center: Aquarium and the Museum of Marine Biology
 Babtain Library for Arabic Poetry
 Purebred Arabian Horse Centre.

During the evenings there will be a dinner, folkloric shows, movies and training movies in a giant IMAX cinema.



Brief Information about Kuwait

Fast Facts about Kuwait

Full Name : State of Kuwait

Location :Middle East.

Area :17,818 sq km (6,880 sq miles).

Population : 2.7 million (UN estimate 2005).

Population Density

Capital :Kuwait City. Population: 1.2 million (UN estimate 2003).

Time Zone : GMT/UTC +3 ()

Languages : Arabic is the official language, though English is widely spoken

Currency : Kuwait Dinar (KD)

Electricity: Voltage is 220 Volts AC, and 50 Hz, Single Phase. The UK-type flat three-pin plugs are used, and converters are also available. European-style plug with two circular metal pins are also used.



Geographic Location

Kuwait lies at the northwest corner of the Arabian Gulf, between latitudes 28 and 30 N and between longitudes 46 and 48 E. To the north and west it shares a border of 225 km (150 miles) with the Republic of Iraq, and to the south and southwest it shares a border of 250 km (155 miles) with the Kingdom of Saudi Arabia. To the east it has a coast line of 290 km on the Arabian Gulf. Kuwait's territory includes nine islands off the coast of Kuwait: Failaka, Bubiyan, Miskan, Warba, Auhha, Umm Al-Maradim, Umm Al-Naml, Kubbar and Qaruth..



Best time to visit Kuwait

The best time of the year to visit Kuwait, would be the months of November to April, just before or after summer, when the temperatures during the day fall below 18 degree C and nights are cooler. During February to April, the desert is laced in transparent lime green, and the city is decorated with petunias, and gives a pleasant feel.

Kuwait Weather and Climate

Kuwait shares European weather patterns but is hotter and drier. Summers (April to October) are hot and humid with very little rain. Winters (November to March) are cool with limited rain. Springs are cool and pleasant.



Training and Human Development Exhibition

An Exhibition accompanies the training annual conference. Take the opportunity now and book your stand to display your products and your software and technical training to experts in the field of the human resources, training and career development in the State of Kuwait and the region.

More than 500 experts and directors of training and career development in the governmental and private sectors as well as the oil sector will be in one place to participate in the conference sessions and workshops.



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. Participants will have an opportunity to meet and discuss ideas with authors, writers and others who have made significant contributions in various areas. These sessions also provide opportunities for book signing and sales by the authors.

The conference offers good opportunities for authors and writers who are specialized in the field of human resources and training to view their books and meet with selected leaderships in the educational and training institutions in the Middle East, Do not hesitate to contact us as soon as possible to arrange for the display of your book and signing.



Official Venue - Marina Hotel

The conference organizers are keen to choose a convenient time and place to hold the conference activities. The Marina Hotel is located on the banks of the Arabian Gulf and is linked to one of the largest commercial Malls in Kuwait and in the heart of the business district of Salmiya City.

Accommodation and Hospitality

The conference organizers have chosen a number of elected hotels, near the conference location, where the organizers provides transportation from Kuwait International Airport in addition to the daily transport service to and from the conference venue.

Note: If you desire to arrange for accommodation, please contact the conference organizers.



Social Conventions

Handshaking is the customary form of greeting. It is quite likely that a visitor will be invited to a Kuwaiti's home, but entertaining is also conducted in hotels and restaurants. A small gift promoting the company, or representing your own country, is always welcome. The visitor will notice that most Kuwaitis wear the national dress of long white dishdashes and white headcloths, and that many women wear yashmaks. It is important for women to dress modestly according to Islamic law. Men do not usually wear shorts in public and should not go shirtless.

All other Islamic rules and customs must be respected. Convicted users of narcotics can expect to receive a sentence of up to five years' imprisonment, plus a heavy fine. 'No Smoking' signs are posted in many shops. It is greatly appreciated if visitors learn at least a few words of Arabic. Homosexuality is illegal, as is any public affection between men and women. Cohabitation is also illegal. The import and use of drugs, alcohol, pork products and obscene material are forbidden and can lead to imprisonment.

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Partnership Technology Performance Excellence
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REGISTRATION FORM

Full Name:

Name of Organisation. or Company

Function

Address

Telephone Office

E-mail

The participation Fee is US \$ 1250 (to be paid on site or by transfer to bank account: **Arabian Gulf Career Development Forum Acc. No. 2072390101 National Bank of Kuwait - Sour Branch.** This includes access to all sessions, form Package, Lunches and Dinner Reception.

Contract Address: Mr. Yahia Hassan : Executive Manager

Tel.: (965) 22412176/4 - Fax: (965) 22412188 - Mobile (965) 66405630, (965) 97393320.

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