

الموارد البشرية قلب الأعمال
HR, HEART OF THE BUSINESS

OSHRM

OMANI SOCIETY FOR HUMAN RESOURCE MANAGEMENT

5TH ANNUAL CONFERENCE 2019



CONFERENCE BROCHURE



STRATEGIC PARTNER 2020



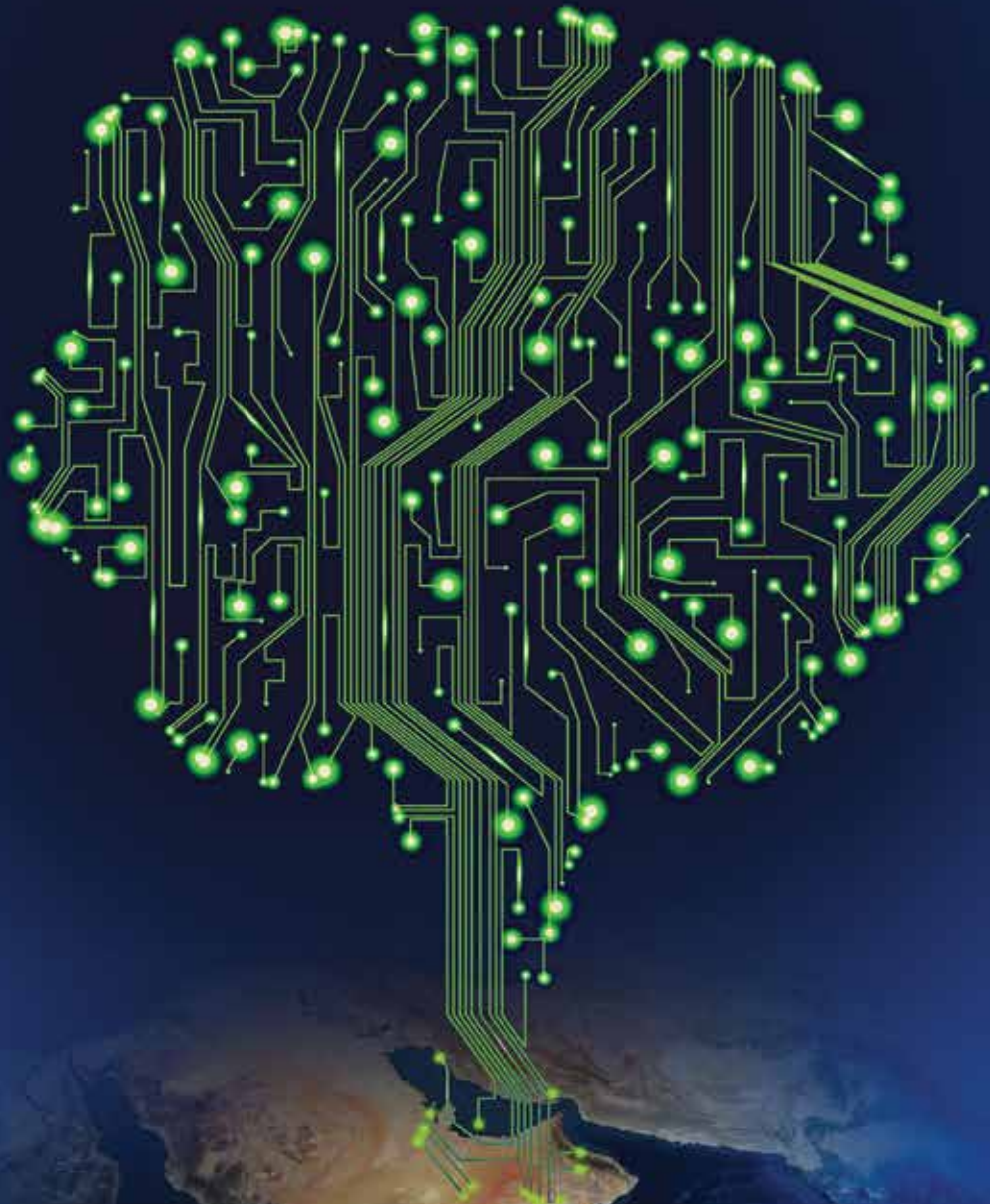
OSHRM OMAN

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ABOUT OSHRM

The Omani Society for Human Resource Management (OSHRM) is the first and only such entity in Oman, run by members from both the private and public sectors. Started by a volunteer group of enthusiastic HR professionals in Oman in 2010 and under the umbrella of big corporates of Oman, OSHRM has come a long way. It was legally recognised as an independent Not-for-profit Professional Society in accordance with Oman's regulations on 21st May 2014. Since then, OSHRM has become one of the most active NGOs in Oman, working with a wider network of stakeholders, including the government, corporate sectors, other NGOs, individual professionals and volunteering groups from Oman.



MISSION

- Continue to build and nurture the growing HR capability in the Sultanate
- Be the focal point of HR expertise and a conduit for international best practices
- Provide consultancy, guidance and technical knowledge to the growing body of professionals, and to industries
- Align and co-ordinate the three sources of HR practices and knowledge: Academic, Private and the Public sectors



VISION

Our vision is to be the voice of Human Resources Management in Oman



VALUES

Our Values are Passion, Integrity, Diversity and Professionalism

OMAN'S NUMERO UNO HR CONFERENCE IS BACK. THE OSHRM 5th ANNUAL CONFERENCE: **'HR, HEART OF THE BUSINESS'.**

Every organisation's most valuable resource is its human capital. With economic upheaval, transformative technologies and the speed of digitalisation, today HR sits in the top of the agenda of most of the boardroom conversations happening around the world. Be it defense, education, financial services, government services, healthcare, IT, manufacturing, oil & gas, retail, telecommunications there is none who would; rather should be left behind. Every organisation today must navigate the future of work, which requires a dramatic change in strategies for leadership, talent, and human resources. The payoffs arising out of it are breathtaking; it accelerates profitability, improves customer satisfaction and spikes speed-to-market. This year, The OSHRM 5th Annual Conference is delving deeply into how the best HR practices combined with technologies are profoundly changing the workplace environment around the world, and by adapting it how it's going to transform the way Oman works.

The OSHRM 5th Annual Conference roadmaps the future of work by gathering a community of hundreds of decision makers, visionaries, and techies on a common platform. This event showcases smarter ways of working, powered by innovative HR technology and the latest business transformation insights led by global executives from some of the world's most reputable organisations. Be part of the world's only HR summit run by an Omani HR society - combining the best in international experience with an Arab-world focus.

SYNOPSIS OF THE CONFERENCE AND WORKSHOPS

The Fourth Industrial Revolution requires a new leadership paradigm; the future of work indicates that tomorrow's leaders and Human Resources professionals should be flexible enough to attract top talent. Human Resources professionals must be at the heart of the business to help transform their organisations to stay relevant and competitive within the remarkable changes that are happening around and make sure the benefits are passed on to employees and employers alike.

Human Resources professionals no longer have the luxury of time to prepare for the transformation and the revolution of the industry, they are at the heart of the technology. Its disruptive forces can already be felt across all organisations. The non-profit, government, and business sectors are using their diverse perspectives and resources as extraordinary technological changes are already driving the shifts.

In addition, currently the society is confronting obstacles of unparalleled complexity. Critical issues such as climate change, the gap between rich and poor, and the difference in culture and gender demand a timely attention. Globalisation and technology are exponentially increasing the scope of our challenges during the transformation, so the capacity to quickly iterate and adapt is even more essential.

Human Resources professionals and leaders will share how their organisations are leading the way in reshaping their employee's value propositions. They will discuss the importance of having real case practices to overcome those challenges, address social interaction; build awareness of diversity and what it means especially amongst businesses and leaders.

The time to act is now, by putting people at the centre, Human Resources professionals and leaders can catalyse the next wave of economic growth to the benefit of society.



AGENDA

Setting up the scene

Strategically planned, our agenda topics will bring together diverse subject matter experts to discuss the risks, the rewards, the challenges and the opportunities for HR in a rapidly changing world.

Topics of discussion

- Topic 1: The role of the Government in the Development of Human Resources
- Topic 2: Navigate the Crosscut to Human Resources Professionals – “Busting the Myths”
- Topic 3: The Employer of Choice – “Preparing the Culture for Tomorrow”
- Topic 4: Reshaping the Workplace – “Reshuffle the Recruitment Strategy”
- Topic 5: Altering from “Data” to “Business Intelligence”
- Topic 6: Gender Equality in the Digital Age – “How to Achieve the Full Potential of the Digital Revolution”





TOPIC 1

The role of the Government in the Development of Human Resources

Human Resource is becoming one of the core drivers of the modernisation of the public sector and has an antecedent capacity of modernising public service organisations. The ongoing interest in the transformation of Human Resource systems and mode of operation has a direct impact on the government's success plan. Local governments continue to feel the pressure of limited resources, leading to the need for high quality performers in every role. The future of local government human resources will be one in which time-consuming talent recruitment is modernised to allow human resource specialist to focus their energies on the core business value serving the society.

During this session, we will address the impact on economic development - How can the Sultanate of Oman increase Human Capital values? What is Oman's 2040 Human Capital vision and plan?



TOPIC 2

Navigate the Crosscut to Human Resources Professionals – “Busting the Myths”

It is vital to discuss the role Human Resources professionals ought to play, the impact that can make or break on the return on the investment in human capital; what should be the Human Resources approach considering the key competencies required to develop and how to ensure a smooth transition into the Fourth Industrial Revolution. How leaders can help putting the Human Resources professional at the core of the transformation? During this turbulent time, how the Human Resources professional can call for an approach that puts people at the centre of the business. Real examples and case studies will be discussed during this session.

TOPIC 3

The Employer of Choice – “Preparing the Culture for Tomorrow”

Who is the employer of choice? How they can redefine the role of the Human Resources in a rapidly growing and metamorphic era? What is the impact of the automation and Artificial Intelligence on the human capital while restoring the core company values and culture? How Human Resource leaders should lead the way on reshaping their employee value propositions are among the questions that will be answered during this session.



TOPIC 4

Reshaping the Workplace – “Reshuffle the Recruitment Strategy”

The role Human Resources play in the development of graduates into the digitised workplace, the skillset the graduates should be equipped with; the required collaboration between government, private and educational sectors and the ownership of the decision making for restructuring the recruitment process will be deliberated on during the session. What are the needs of the cross-sector collaboration? How can organisations from the non-profit, government, and business sectors using their diverse perspectives and resources jointly help to achieve a shared goal? will also be discussed.



TOPIC 5

Altering from “Data” to “Business Intelligence”

Human Resources should be at the heart of the technology – from “Data to Intelligence”. What should be the new sets of the Human Resources skills and how to leverage the power of digital Human Resources and people analytics and how it fits in within a broader organisation framework? How people analytics helps organisations to make better, more strategic and more informed talent decisions? What are the advantages of people’s analytic? How organisations can make smarter hiring decisions during the new era of transformations without impacting the core business of the company while increasing people’s retention? These topics will be discussed during the forum.



TOPIC 6

Gender Equality in the Digital Age – “How to Achieve the Full Potential of the Digital Revolution”

Now internet access is a Basic human right. Internet has become an important part of everyday life for everyone. Women increase their income in both the formal and informal economy, have more opportunities for civic participation, and have access to more information to address challenges in life (child rearing, health, financial, lifestyle, etc.). They also have become role models for the next generation of female digital natives. Hence, during this session, we will discuss how women’s participation in the digital revolution can be improved and examine what different digital value chain stakeholders are doing in this area? What role can digital stakeholders and governments play? How can women be promoted as Information and Communications Technology (ICT) leaders and entrepreneurs?





PANEL TOPICS



PANEL 1

Setting the stage with a vignette - The Role of Governments in the Development of Human Resources - Globalization, competition, and technological change have resulted in downsizing, outsourcing, and re-engineering, upsetting established work patterns and introducing an element of insecurity into the lives of experienced employees as well as into the lives of the fresh graduate.



PANEL 2

Becoming Tomorrow's Employer of Choice - How can employer of choice help employees to create and sustain healthy behaviors, giving them more energy, leading to greater productivity and higher performance - focus on the role of the leaders, Human Resources professional and environment aspects.



PANEL 3

The Human Resources at the heart of the technology – people analytics and future of work, how people measurement and analytics are being used to benefit resources of all types; share ideas and discuss ways to harness the full potential of data and AI-innovation to improve and empower data-driven HR function.



PANEL 4

Mind the Gap - access to professional and educational opportunities in relation to information and communication technologies – How the education and the training help empowering women in the digital age, and thus to a society with future viability – Challenges faced to make the ICT affordable for everyone

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KEY SPEAKERS



MR. ABDUL RAHMAN M. AL-OBAYED
Senior Vice President, Human Resource, Saudi Electric Company



MR. SAID SALIM SAID AL-SHANFARI
CEO at Oman Convention and Exhibition Centre (OCEC)



MR. SAID AL-MANDHARI
CEO at Oman ICT Group



DR. AMER AWADH AL RAWAS
Founding partner of Paradigms Consulting



MR. DOUG STRYCHARCZYK
Managing Director at AQR



MS. LINDA MCLOUGHLIN MCC
Director of ICF Global Board



MR. AHMED AWLADTHANI
Chief Human Resources & Administration Officer at Oman LNG L.L.C.



MS. SARA ELMOULDI
Head of Administrative Department at the Tunisian Electricity and Gas Company (STEG)



ENGR. AHMAD M. ALGHAMDI
Vice President People at Saudi Telecom Company



MR. RICARDO CABETE
CEO, Founder and Emotional Intelligence Trainer



DR. YASMIN AL BULUSHI
Dean, Muscat College



MR. MOHAMMED MASOUD AL KHARUSI
Chairman at Intersearch, Oman



DR. HUMAID AL HINAÏ
Trainer, Facilitator and Coach Sultan Qaboos University



DR. SAID HAMED SAID AL RUBAI
Secretary General, The Education Council



MS. IBTISAM SAID AL-KHAIFI
Organisational Psychologist, Founder of Simat Human Development



MR. NIDAL QANADIŁO
Managing Partner at South Point



KEY SPEAKERS



**MR. AHMED ABDEL
ABD-ELMONIEM**
Learning & Development Sr.
Professional "Lead" for Multinational
Corporates and Local Markets



**MR. MOSTAFA AHMED
KOMBOR**
Chief Operation Officer at
People Vision



MS. ASMA AL GHABSHI
Human Resources
Consultant at Shell
Development, Oman



**MR. HAITHAM
ABDULLAH AL-KHARUSI**
Vice President, Consumer
Business, Omantel



**ENGR. AYAD ALI YUSUF
AL BALUSHI**
Integration Management
Office Lead, Oman Oil, ORPIC
Group



**MS. MARIA SARFARAZ
AHMED**
Country HR Manager at BRF



**MR. ABDULMOHSEN
BUSHEHRI**
Enterprise Accounts Director of
LinkedIn Talent Solutions



**DR. NAWAL NASSER SALEH
AL MAHYIJARI** Consultant
Psychiatrist, Facilitator Emotional
Intelligence, Royal Hospital,
Sultanate of Oman



**MS. HANAN ABDULLAH
AL HARTHY**
Vice President of the International
Coach Federation (ICF)



**MR. SERDZAN SIMSEK
ARNAUTOVIC**
Recruiter – CEE & MEA at
Facebook



**MS. HUDA ABDULLAH
AL-HABSI**
Senior Advisor Technology at
Omantel



MS. AMEENA NUSAIRI
Senior Manager of Creativity,
Happiness & Innovation at
Knowledge & Human
Development Authority (KHDA)



DR. AMAL ABDULLA SULAIMAN
Founder & CEO at LIFE ACADEMY
OMAN
Psychiatrist, Professional Trainer and
Life Coach



MS. DANA BUKHAMMAS
Director Human Resources at
Zain Bahrain



MS. ZUWEINA AL MINJI
HR Business Partnering
Manager at Petroleum
Development Oman



MR. SHANE PHILLIPS
CEO at the Philips Group.



KEY SPEAKERS



MR. ABDULLA ALHAMED
Managing Partner at InterMid



MR. KHALID AL HOSNI
Founder and CEO at
MarkeetEx.com



DR. MAGDI AHMED ISMAIL
Principal Consultant, Director,
MENA & Turkey at TTM
Associates



MS. NELLY BOUSTANY
Digital HR Experience
Director, EMEA, SAP



**MR. NUNO FILIPE DOS
SANTOS GOMES**
Partner and Career Business
Leader at Mercer for the MENAT
region



MS. SARAH DAVIS
Head of Partnerships at CIPD



MR. ROB THISSEN
Senior Associate and Energy
Sector Leader at Mercer for the
MENAT region



MS. LISA LAWLOR
Associate and People Science
Leader at Mercer for the MENAT
region



MR. NIKHIL DESAI
International Speaker, Motivator,
Trainer, and Director at the Centre
For Excellence



MR. ALEX DAVDA
Occupational Psychologist



DR. ALFADHAL ABBAS ALHINALI
CEO at Oman Chamber of
Commerce and Industry



**MS. GHADA MOHAMMED
AL YOUSEF**
Executive Manager – Group
Communication and
Sustainability at Nama Holding



MR. HUSSAIN AL-MUSCATI
Customer Engineer at Google
Cloud



DR. KAISSAR JABR
Deputy CEO and Head of
Corporate Governance at Monty
Mobile



MR. MOOSA ALFAREI
Media Presenter and Editor of
Electronic Newspaper Atheer



MR. RAMI HAFFAR
Principal at New Metrics



KEY SPEAKERS



MR. RAMY BAYYOUR
General Manager at CIPD,
Middle East



MR. VICTOR ANTONIO
Business Consultant at
Selling Group – A Sales
Development Company



MS. ANURAAG GARG
Coaching Programme Manager,
Petroleum Development Oman



MS. RHONDA STOCKTON
SAP SuccessFactors Solution
Architect at iXerv



**MR. SAIF KHALFAN KHALIFA
AL BUSAIDI**
Vice President of HR, CSR, and
Admin at Oxy Oman





	07:30 09:30	09:30 - 11:30	11:30 13:30	13:30 - 15:30	15:30 16:30
Room 1		<p>Victor Antonio Business Consultant at Sellinger Group – A Sales Development Company Getting project approved.</p>		<p>Shane Phillip CEO, The Phillips Group CEO and Senior Executive Assessment</p>	
Room 2		<p>Ibtisam Said Al-Khaifi Organisational Psychologist, Founder of Simat Human Development Positive Psychology & Performance</p>		<p>Lisa Lawlor Associate and People Science Leader, Mercer for the MENAT region Preparing the culture for tomorrow</p>	
Room 3		<p>Nawal Nasser Saleh Al Mahyijari Consultant Psychiatrist, Facilitator Emotional Intelligence, Royal Hospital, Sultanate of Oman Exhaustion and Bullying at the workplace</p>		<p>Dr. Humaid Salim Hamed Alhinai Trainer, Facilitator and Coach Sultan Qaboos University Change is the starting point.</p>	
Room 4		<p>Doug Strycharczyk Managing Director at AQR Mental Toughness – the key to understanding individual attitude and organisational culture</p>		<p>Dr. Al Fadhal Abbas Al Hinai CEO, Oman Chamber of Commerce and Industry Restructuring; Make it differently.</p>	
Room 5	Registration and Booth visit	<p>Hanan Abdullah Al Harthy Vice President of the International Coach Federation (ICF) Building a coaching culture for Change Management</p>	Booth Visit, Prayer and Lunch	<p>Dr. Kaissar Jabr Deputy CEO and Head of Corporate Governance, Monty Mobile Digital Managerial Decision Taking</p>	Booth Visit
Room 6		<p>Abdulla Al Hamed Managing Partner at Interimid Unleashing the potential of the Digital Revolution Workshop</p>		<p>Dr. Magdi A. Ismail Director Principal, AFME, Turkey & New Markets, TTM ASSOCIATES Talent Management Disruptive Strategies: Simplicity is the ultimate sophistication!</p>	
Room 7		<p>Dr. Aamal Abdulla Sulaiman Ambusaidi Founder & CEO at LIFE ACADEMY OMAN Psychiatrist, Professional Trainer and Life Coach Creating a mentally healthy workplace, a practical guide for leaders</p>		<p>Ahmed Abdel Abd-EIMoniem Learning & Development Sr. Professional "Lead" for Multinational Corporates and Local Markets Design the moment that matter "Design Thinking"</p>	
Room 8		<p>Alex Davda Occupational Psychologist Transform your workforce to a 21st century talentforce</p>		<p>Mostafa Ahmed Kombor Chief Operation Officer, People Vision CV Clinic</p>	
Room 9		<p>Anuraag Garg Coaching Programme Manager, Petroleum Development Oman Building HR capability to support Leader Development in PDO</p>		<p>Shahzeb Ali Practice Director for SAP SuccessFactors Digitization in Morden HR World</p>	
Room 10		<p>Rami Haffar Principal at New Metrics Beyond Engagement – The art of building and measuring Employee Experience.</p>		<p>Sarah Davis Head of Partnerships at CIPD People and machines: from hype to reality</p>	
Room 11		<p>Nikhil Desai International Speaker, Motivator, Trainer, and Director, Centre for Excellence In pursuit of excellence – Unleashing the potential in you & your organisation</p>		<p>Mostafa Hamed Abd El Khaleq Learning & Development Senior Expert, Omantel The successful failure</p>	
Junior Ball Room		<p>Nama Workshops* HR; The Foundation of Success- Morning Session</p>		<p>Nama Workshops* HR; The Foundation of Success- Noon Session</p>	

*Please refer to the next page for more details on Nama Workshops



NAMA HOLDING ARAB UNION OF ELECTRICITY

HR Workshops accompanying the OSHRM 5th Annual Conference

TUESDAY
10 DECEMBER 2019

08:30 - 09:00	Registration / Break	
09:00 - 09:30	Opening	Engr. Amjad Al-Rawashdeh, Secretary General, Arab Union of Electricity (AUE) H.E. Eng. Omar Al Wahaibi, CEO - Nama Holding Group
Session 1: Performance Management (Performance Planning, Performance Measurement)		
09:30 - 09:55	The impact of the value system on the performance evaluation policy of the employees of the National Electric Power Company, Jordan	Dr. Hassan Al – Khasawneh, National Electric Power Company (NEPCO) Jordan
09:55 - 10:20	Performance Management (PM)	Mr. Salem Al Riyami, Numo Institute for Competency Development Sultanate of Oman
10:20 - 10:45	Performance Management (Performance Planning and Measurement)	Mr. Saleh Al Zarea, Saudi Electricity Company Saudi Arabia
10:45 - 10:55	Break	
Session 2: Leaders Preparation and Job Satisfaction (Work Environment - Excellence and Favouritism, Motivating Employee, Training workers in Energy Sector)		
10:55 - 11:20	Leadership Development in Saudi Electricity Company	Mr. Mahmoud Tomalieh, Saudi Electricity Company- Saudi Arabia
11:20 - 11:45	Training of employees in the Electricity Sector	Mr. Saood Al Hamadi, Qatar General Electricity and Water Corporation (KAHRAMAA)- Qatar
11:45 - 12:10	The study conducted by (GCCIA) on the Functional Satisfaction for the years 2016-2018	Mr. Tarek Al-Sheikh, Gulf Cooperation Council Interconnection Authority (GCCIA)
12:10 - 12:35	Job Satisfaction	Ms. Badria Jassim Al-Jassim, Qatar General Electricity and Water Corporation (KAHRAMAA)- Qatar
12:35 - 13:35	Coffee Break / Prayer	
Session 3: Organizational Structures and Job Description (Organizational Structures, Organizational Descriptions, Functional Weights)		
13:35 - 14:00	Organisational Structures	Ms. Sara Elmouldi, Société Tunisienne de l'Electricité et du Gaz (STEG)- Tunisia
14:00 - 14:25	Organisational Structures and Job Descriptions	Mrs. Amal Jubran, Jerusalem District Electricity Company (JDECO)- Palestine
14:25 - 14:30	Workshop Conclusion / Lunch	





DAY 1 CONFERENCE

WEDNESDAY
11 DECEMBER 2019

09:30 - 09:10	Opening of the Exhibition		
09:10 - 09:25	Opening Conference introduction to Agenda	Murtadha Al Lawati	
09:25 - 09:30	Opening Speech: By OSHRM President;	Dr. Ghalib Al Hosni	
09:30 - 09:35	Welcome Note by Strategic Partner	Omar Al Wahaibi - CEO, Nama Group	
09:35 - 09:40	Welcome Note by Strategic Partner	Abdul Rahman M. Al-Obayed	
09:40 - 10:00	Excellence through Influence	Victor Antonio	
10:10 - 10:20	Harnessing Excitement in The Workplace.	Khalid Al Hosni	
10:20 - 10:40	Unleash your Talent	Ahmad M. Alghamdi	
10:40 - 11:00	The culture of Leadership	Haitham Abdullah Al-Kharusi	
11:00 - 11:10	Coffee Break		
11:10 - 11:30	The Power of Autonomy	Ameena Nusairi	
11:30 - 11:50	The importance of having Emotional Intelligence in an Artificial Intelligent World.	Maria Sarfaraz Ahmed	
11:50 - 12:10	The Oman Chamber Transformation-Strategy towards 2040 Vision	Dr. Al Fadhil Abbas Al Hinai	
12:10 - 13:00	Networking, Prayer, Booth Visit and Lunch		
13:00 - 14:00	PANEL 1 Setting the stage with a vignette - The Role of Governments in the Development of Human Resources - Globalization, competition, and technological change have resulted in downsizing, outsourcing, and re-engineering, upsetting established work patterns and introducing an element of insecurity into the lives of experienced employees as well as into the lives of the fresh graduate.	Panel Chair	Moosa Alfarei
		Panelist	HE Dr. Said Hamed Said Al-Rubaii
		Panelist	HE Abdullah Al Sarmi
		Panelist	Abdul Rahman M. Al-Obayed
		Panelist	HE Salim Al Busaidi
		Panelist	HE Mohammed Al Busaidi
		Panelist	HE Khalid Al Sayidi
14:00 - 14:20	Innovation - Embrace the Perfect Storm!	Nidal Qanadilo	
14:20 - 14:40	Coaching for Powerful Transformation - latest research and trends	Linda McLoughlin	
14:40 - 15:00	HR Award Announcement		
15:00 - 15:45	PANEL 2 Becoming Tomorrow's Employer of Choice - How can employer of choice help employees to create and sustain healthy behaviors, giving them more energy, leading to greater productivity and higher performance - focus on the role of the leaders, Human Resources professional and environment aspects.	Panel Chair	Asma Al Ghabshi
		Panelist	Dr. Amer Awadh Al Rawas
		Panelist	Mohammed Al Kharusi
		Panelist	Ramy Bayyour
		Panelist	Nuno Filipe Dos Santos Gomes
		Panelist	Abdul Qader Al Sumali
15:45 - 15:50	Closing Day 2 Recap		
15:50 - 16:00	Networking Coffee Refreshments		



DAY2 CONFERENCE

THURSDAY
12 DECEMBER 2019

09:00 - 09:15	Recap Day 2	Murtadha Al Lawati
09:15 - 09:35	1+1=4; A Transformation Story	Ayad Ali Yusuf Al Balushi
09:35 - 09:55	Tatweer - OLNQ's Human Capital Journey to a Top Quartile Organisation	Ahmed Awladthani
09:55 - 10:15	The Landscape of Future Jobs	Said Al-Mandhari
10:15 - 10:35	Altering from "Data" to "Business Intelligence"	Nelly Boustany
10:35 - 10:55	Bringing it Beyond	Abdul Rahman M. Al-Obayed
10:55 - 11:05	Coffee Break	
11:05 - 11:50	PANEL 3 The Human Resources at the heart of the technology – people analytics and future of work, how people measurement and analytics are being used to benefit resources of all types; share ideas and discuss ways to harness the full potential of data and AI-innovation to improve and empower data-driven HR function.	Panel Chair Abdulmohsen Bushehri
		Panelist Ghada Mohammed Al Yousef
		Panelist Said Al-Shanfari
		Panelist Ahmed Abdel Abd-EIMoniem
		Panelist Saif Khalfan Khalifa Al Busaidi
		Panelist SAP (Name to be confirmed)
11:50 - 12:10	Google's Culture	Hussain Al Muscati
12:10 - 12:30	Emotional Intelligence On Fire	Ricardo Cabete
12:30 - 12:50	A Wonderful World!	Dana Bukhammas
12:50 - 13:30	Networking, Prayer, Booth Visit and Lunch	
13:30 - 13:50	Talent Management	Gaelle Lahad
13:50 - 14:10	Technology & Recruitment: Reshaping recruiting strategies using technology	Serdzan Simsek Arnautovic
14:10 - 14:30	Future of Jobs	Dr. Amer Awadh Al Rawas
14:30 - 15:15	PANEL 4 Mind the Gap - access to professional and educational opportunities in relation to information and communication technologies – How the education and the training help empowering women in the digital age, and thus to a society with future viability – Challenges faced to make the ICT affordable for everyone	Panel Chair Victor Antonio
		Panelist Ahmad M. Alghamdi
		Panelist Dana Bukhammas
		Panelist Huda Abdullah Al-Habsi
		Panelist Dr. Al Fadhal Abbas Al Hinai
15:15 - 15:30	Recap Conference & Closing	



REGISTRATION



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Full Conference Package: (Conference & Workshop)

Full conference package:	Early bird 20% off*
For OSHRM Members:	OMR 350
For Non OSHRM Members:	OMR 490
For International Delegates:	1275 USD

*Offer Valid till bookings before 00th XXXXXXXXX 2019

2 Days Conference Only Package:

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For Non OSHRM Members:	OMR 390
For International Delegate:	1000 USD



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- 5 nominees: 4 paid seats gets 1 complimentary seat
- 10 nominees: 8 paid seats gets 2 complimentary seats
- Above 20 nominees: 20% discount on the 20 seats and 30% discount starting from the 21st seat.



NUMBERS THAT MATTER MOST

ATTENDEE BREAK-UP



450+

Average number of HR delegates at the event since 2017



5

Male



8

Female

Gender Break-up

11%

Regional Heads/VPHR

35%

HR Directors

8%

C-Suite Executives

32%

HR Managers

10%

HR Officers

4%

Others



58%

58% Attendees who are strategic decision makers



82%

Attendees attended both AM & PM sessions



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