



41st IFTDO



World Conference & Exhibition The Annual Conference Of The International Federation of Training and Development Organizations



***Sustaining the Workforce in a
Competitive Environment***

15-18 April, 2012

Kuwait City, Kuwait

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Invitation

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Welcome

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.

Professor Jamal Alduaij
President of IFTDO The Chairman
of the Higher Organizing Committee

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): The Host Organization

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.

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Conference Theme

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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

Sustaining the Workforce in a Competitive Environment will be the theme of the conference; and the program will be designed to explore the 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. 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 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.

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Conference Overview, Tracks, and Topics

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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.

Best Papers Awards

Three papers will be selected by a team of referees as the best papers and will be granted awards at the conference.

Who Should Attend

CEOs, HR Heads, HR Team Leaders and members, HR Researchers, Academicians, Line Managers, Business School Students & Entrepreneurs. The Summit is a must for HR Professionals in particular and other management professionals in particular different fields of Business, industry and Academia.

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The Program

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The Program

The scientific program topics which arise from the conference theme are listed below ; from which researchers, practitioners, scholars, and other professionals would submit their relevant papers.

The Conference Program will take the following form:

Registration & Opening Ceremony: 15/4/2012 (4 : 00 PM) - The Diamond Ballroom :Sheraton Hotel

Reception & Registration
Official Opening
Guest of Honor Speech
Honoring Sponsors & Supporters
Dinner

16/4/2012 (9:00 AM-5:00 PM)-Sheraton Hotel

Plenary Sessions	9:00- 1:00 PM
Lunch	1:00- 2:00 PM
Parallel Sessions (Workshops, Best practices Round Table & Panel Discussions)	2:00- 5:00 PM
Arabian Gulf Night and Gala Dinner	8:00 PM

17/4/2012 (9:00 AM-5:00 PM)-Sheraton Hotel

Plenary Sessions	9:00- 1:00 PM
Lunch	1:00- 2:00 PM
Parallel Sessions (Workshops, Best Practices Round Tables & Panel Discussions)	2:00- 5:00 PM
IFTDO & Best Papers Award Dinner	8:00 PM

18/4/2012 (9:00 AM-5:00 PM)-Sheraton Hotel

Parallel Sessions	9:00- 1:00 PM
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Notice: The official conference language is English

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Keynote Speakers

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Prof. Rasha Al-Sabah is currently an advisor in the Diwan of His Highness the Prime Minister, Dr. Al Sabah has a doctorate from YALE University. She was vice president, Kuwait University, and an undersecretary, Ministry of Higher Education. Nominated among top 5 world – wide candidates for position of president of the United Nations University – U.N. 1997. She played a great role in sending thousands of Kuwaiti students abroad for higher education, and graduate



**Sheikha Prof. Rasha
Al-Sabah**

studies. She is a board of trustees member of the United Nations Institute for Training and Research (U.N.). She has been awarded as the most important Arab Female Personality in the field of education, by the Arab Center for Publication, Arab Republic of Egypt, 1998. She won the First Prize for Creativity, Arab Organization for Education, science & culture, Tunis, 1987. She has been appointed as the UNESCO Resident Ambassador in Kuwait, 1998.

Dr. Al Barrak has a PhD in Information Systems & Technology Management, University of London, UK, MSc in Systems Engineering, Ohio University, BSc in Electrical Engineering, Ohio University, USA. As captain of the ship, Dr. Al Barrak set the Mobile Telecommunications Company (MTC) out on a journey. In 2002, he unveiled the 3x3x3 goal, which would transform MTC into a regional player within the first three years, an international player by the following three years, and a global player in the last three years. Dr. Al Barrak holds board and executive positions in companies acquired by MTC on its path to growth. Prior to taking the helm at MTC, Dr. Al Barrak was Managing Director of International



**Dr. Saad Hamad
Al Barrak**

Turnkey Systems(ITS), an IT company operating in the Middle East and North Africa (MENA) region. During Dr. Al Barrak's tenure at ITS, the company's revenues grew from USD 5 Million in 1985 to exceed USD100 Million in 2000. Dr. Al Barrak was Vice-Chairman of the Social Development Office (SDO) of the Amiri Diwan in Kuwait. Chairman of Egyptian software developer IT Soft. Chairman of Arab Telecom; and a non-executive Director of Arab Management Association in Cairo. In 2005, he received the Middle East's 'CEO of the Year' award in the Information Communication Technology sector, and in 2003 he received the E-businessman of the Year award in the region. Dr Al Barrak is also an Executive Board Member of Celtel International.

Ian O. Williamson is the Helen Macpherson Smith Chair of Leadership for Social Impact at the Melbourne Business School (Australia). He currently serves as the Director of the Asia Pacific Social Impact Centre. He is also a Research Fellow of the Intellectual Property Research Institute of Australia (IPRIA) and an Associated Scholar of the University of Maryland Robert H. Smith School of Business (USA) and the Lorange Institute of Business Zurich (Switzerland). He received his Ph.D. in Organizational Behavior from the University of North Carolina at Chapel Hill (USA) and a bachelor's degree in business from Miami University (Oxford, Ohio USA). Prof. Williamson's research focuses on how the development



Dr. Ian Williamson

of effective "talent pipelines" can enhance organizational and community outcomes. His research also examines how organizations recruit, select, and retain knowledge workers, talent management in the context of small businesses, the management of diverse workforces and the role of human resource practices in driving firm innovation. Prof. Williamson's research has been published in several leading academic journals and presented on six continents in many different countries. His research has been covered by several leading media outlets across the world, including BRW, Business Week, El Cronista Comercial, Expresso, HR Magazine, The Washington Post, and The Chronicle of Higher Education.

Dr. Palan is presently the Chairman and Chief Executive Officer of SMR Technologies Berhad, a company listed on the ACE Market of the Bursa Malaysia Securities Bhd. He has motivated audiences in different countries and has earned the recognition of many people from all walks of life. Palan's 5 I's – Introduce, Involve, Interact, Instruct and Intensify Retention is based on sound theoretical models and extensive research. He studied at St. Francis Institution, Melaka, Malaysia; Madras University, California Coast University, University of California at Los Angeles, the Harvard Business School and the National Training Laboratories, USA. His first degree in Chemistry accompanied by a Masters in Social Work and a Ph.D. in Management accompanied by



Dr. R.Palan

professional certifications in several areas such as Personnel Management, Train the Trainer, MBTI and NTL (USA) equips him with a wide frame of reference. Palan has worked in five different countries in a variety of human resources, marketing, and teaching and leadership positions both in public and private sector. His last position was Marketing Director/CEO in the hospitality industry before he became a full time consultant. He is an Accredited member of the National Speakers Association, U.S.A., American Society of Training & Development and Society of Human Resource Management, USA.

Dr.Samia has a 20 year experience in teaching and educational management as well as in training consultancy. He headed the Guidance Office at the Lebanese American University for five years and heading today the Office of Outreach and Civic Engagement. He also the Program Director of the LAU- Model United Nations(2005 until the



Dr.Elise Samia

present).At present he is the director of the USAP/ USAID project. He gave international training in retail banking and sales management as well as in commercial negotiations to Credit Agricole and to a series of multi-national corporations. He worked also as the faculty advisor for the Harvard World Model United Nations.



Conference Activities

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.

- **The Museum Of Modern Art**
- **The Old Commercial Market (Bazar)**
- **The Scientific Center**
- **Kuwait Towers**



Conference Venue

The conference organizer is 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 organizer has negotiated offers from a number of selected hotels nearby the conference venue 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 those selected hotels.

Hotel	Single Room Charge	Website
Sheraton Kuwait	KD 85 + 15% SC	www.luxurycollection.com/kuwait
Sheraton Kuwait (four points)	KD 67 + 15% SC	www.luxurycollection.com/kuwait
Le Meridien Hotel	KD 45 + 15% SC	www.leroyalkuwait.com
Costa Del Sol Hotel	KD 45 + 15% SC	www.costadelsolhotels.net
Hotel Plaza	KD 30	www.swiss-belhotel.com



REGISTRATION FORM

	Title	First name	Surname	Job title	IFTDO Member / Speaker
	Firm	E-mail Address		Phone	Fax
1					
2					
3					
4					
5					

Registration

Registration fee : US\$ 1250 for each Participant

(Includes:Attendance,Workshops,Proceedings,Reception,Two lunches,Gulf Night with Gala Dinner,and City Tour)

IFTDO Members : 10% discount

More than 4 delegates : 10% discount

Speakers : 20% discount

- 1.The above registration form needs to be filled and sent out to the organizer in order to participate in the conference.
2. A confirmation letter will be sent to delegates once the completed registration form is received with payment
3. No refunds will be made for cancellations received after Feb.15th ,2012.
4. The payment must be received before the conference date in order to complete the registration as stated in the payment terms and conditions..

Conference Program

In the event that any of the advertised speakers, for reasons outside the control of the Organizer is unable to attend the conference, the Organizer reserves the right, without prior notice, to make alterations to the programs or find replacement speakers as it deems fit. Delegates will have no claim against the Organizer in respect of such alterations or replacements.

Payment

I confirm that I have read the general participation conditions and accept IFTDO to share with the organizer the personal information provided in this registration .The total payment of ----- will be completed within 7 days after receiving this registration form and transferring the total amount to the following bank account:

Bank : Boubyan Bank - Darwaza Branch

ACC : ARABIAN GULF CAREER DEVELOPMENT FORUM

IBAN : KW39BBYN 0000 0000 0000 0135061001

Swift code : BBYN KWKW

Signature : _____

Contact Address:

Mr. Yahia Hasan

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

Web : www.iftdo2012.com - E-mail: info@iftdo2012.com / info@cadef.net

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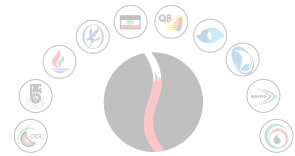


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