

# DEVELOPMENT & TRAINING IN THE KINGDOM

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Welcome to the world of Corporate Learning and SDT. In today's tough competitive climate an increasing number of companies are reaching the same conclusion: that growth reliant solely on mergers and acquisitions may not be enough.

It is increasingly likely that they will need to invest in new technology and people, but ultimately it is the abilities and the talent of the people they employ that will give them sustainable advantage.

Most important is the need to recognize tomorrow's leaders and encourage them to join engineering companies who can provide the Kingdom with long-term sustainable technical and engineering skills.

Companies also need to recognize the investment requirements which will allow them to capture the right people with the right skill sets.

To make real leaps in engineering innovation needs creative people with the skills to operate in new ways and one key method for nurturing young Saudis with the appropriate skills is through sponsored learning programs.

Individual programs can be tailored with an eye towards developing the specific skills engineers need to reach corporate goals allowing them to react quickly to the changing demands of the local market and the Kingdom's longer term engineering and project management needs.

When assessing and selecting potential engineering staff we need to work through the following considerations:

- ♦ Determine the necessary education curriculum which will encourage students to enrol in engineering programs.
- ♦ Determine the individual elements of each program by evaluating the balance between 'education' and more specific 'training' needed to develop the required skill set.
- ♦ Define each stage from fundamental basics to the highly complex in a clear and logical sequence.
- ♦ Include evaluation stages tied to measured performance incentives.
- ♦ Ensure the objectives are clearly defined and accurately conveyed to the student.

Companies may also want to consider Excellence Awards, which should consist of categories for best practice and a curriculum tailored to overall engineering goals of the Kingdom and industrial companies,

Relationships with outside engineering groups are essential to develop the skills and promote engineering project management excellence in the Kingdom.

