



أرامكو السعودية
Saudi Aramco

Young Leadership Development

Raed H. Al-Rabeh

Director, Professional Development Department

Saudi Aramco

Purpose

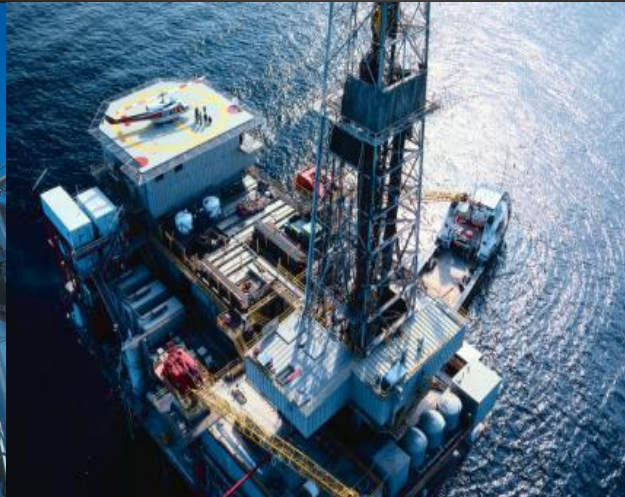
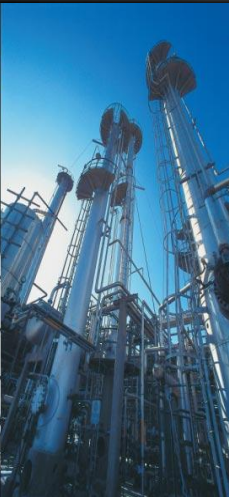
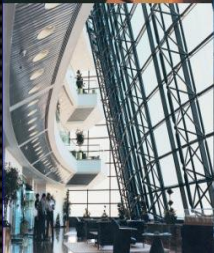


To provide an overview of the Saudi Aramco Professional Development Academy (SAPDA) and its role in accelerating the development of young professionals

Saudi Aramco



- Integrated International Oil and Gas Company
- Central Role in Local and Global Economics
- Dynamic Approach to Human Resources
- Huge Investment in Training and Development
- Over 55,000 Employees – 87% are Saudis



SAPDA Mission



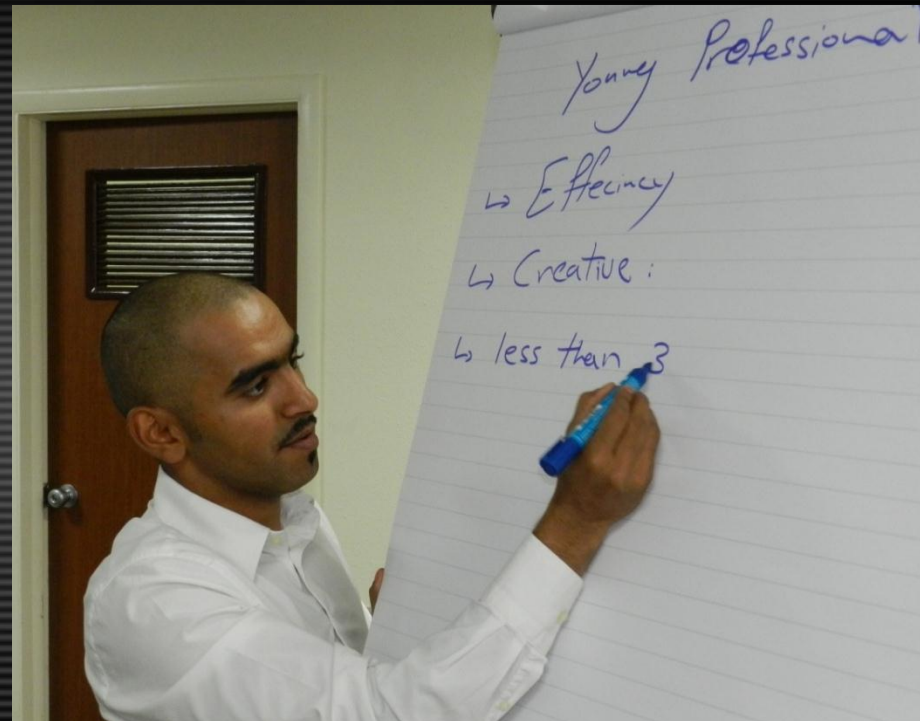
To provide an intensive learning and development on-boarding program that addresses the needs of newly hired young professionals to prepare them for transition to the workplace and future leadership roles



SAPDA Vision



To create an
engaging and
experiential
learning
opportunity for
young talent



4 Cornerstones of SAPDA



Professional Leadership



Health and Safety



Community Service



Business Communication



Learning Methodology



Learner-Centered

Participant-Driven

Team-Orientated

Simulated Work Environment

Varied Activities

Experiential Activities



Panel Discussions



Guest Speakers



Field Visits



Site Visits



Mini-Projects

Mohammad Al-Abdallah
Director, HR Joint Venture



Raed Al-Rabeh, Director
Prof. Development Dept.



Aminah A. Ghamdi
Principal, STC



Mutleb Al-Shammeri, GM
RT Refinery Operations



Huda Al-Ghosen
Gen. Manager, T & D



Yasser Mufti, Manager
SA Prod. Services Dept.

Fuhaid Al-Subaii, Director
Industrial Training Dept.



Hershah Al-Musaiid
Mgr. Environmental Protection



Fuad Al-Therman, Director
King Abdulaziz Center for
Knowledge & Culture Dept



Karima Hamdan, Admin.
Career Plan. & Consult. Div



Fouzi Bubshait, Director
Tech. Supp. & Comp. Trng



Sultan Al-Shaifan
Medical & Office Maintenance



Leader-as-Teacher Events



Community of Commitment



5
Team
Roles

- Team Leader
- Assistant Team Leader
- Knowledge Manager
- Time Manager
- Creative Coordinator



SAPDA participants →



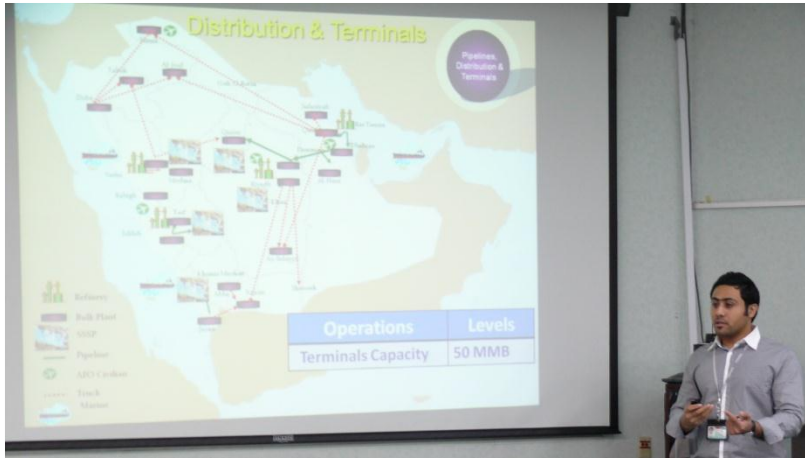
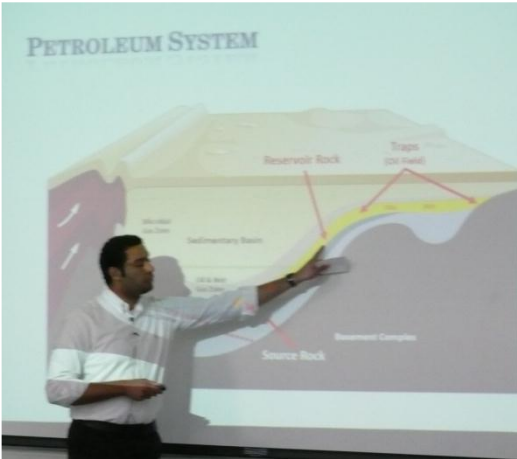
Project 1

Operating the Oil Business

Upstream

Engineering & Project Management

Downstream



Project 2

Safety



Health
&
Wellness

Home
Safety

Industrial
Safety

Safety at Different Locations



Project 3 Community Service Learning



Recycling

**Blood
Donation**

**Charity
Work**



SAPDA's Benefits



- Enhances communication skills
- Builds team work and networking
- Sharpens critical thinking and problem solving
- Exposes young talent to Saudi Aramco corporate culture and values
- Accelerates learning and development of young talent

The Result



A highly effective Saudi Aramco employee with the competencies and confidence to lead at work and in the community





Thank you