

شركة البترول الوطنية الكويتية

إحدى شركات مؤسسة البترول الكويتية
A Subsidiary of Kuwait Petroleum Corporation

KNPC



Talent Management Program



A brief about the program:

KNPC embraced Talent Management into its culture during the year of 2014 and introduced the Talent Management Program accordingly to identify the needed stars & take the organization to the next level.

Building on the foundations of the KPC HR 2030 strategy, 11 strategic initiatives were identified. Talent Management Initiative was part of the 11 strategic initiatives which was identified to develop a unified strategy that addressed issues and opportunities, and pave the way towards a unified approach in managing talent across the K-Group.

Talent Management Program aims at the following:

- Identify and lead succession planning for team leaders and above within KNPC.
- Proactively manage talent supply and demand.
- Have the right people in the right roles at the right time.
- Achieve Organizational excellence.
- Identifying and cultivating talent.

The program was structured and tailor made to suit KNPC's. Employees were carefully selected and then exposed to intensive training programs and learning interventions.

It all began on

19/05/2014



Our Journey to... MEET OUR STARS

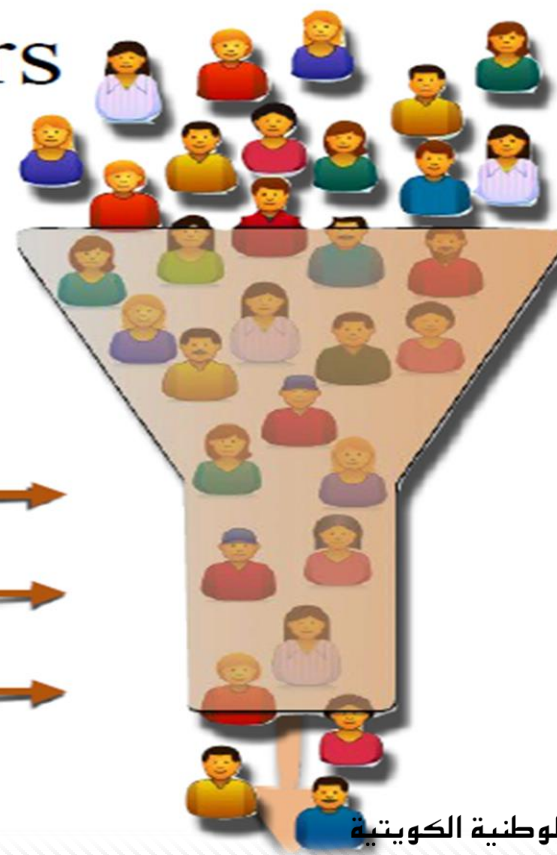


The program used **5 filters** to select the stars...



Talent Management Filters

- * Grade 16-19
- Penalties
- Average Performance
- English test
- Potential Assessment / PPA
- Interview



** Selected Seniors on grade 16-17 are included*

1. Selected Population

GRADES 16-19



2. Penalties:
EMPLOYEES WITH VALID
DISCIPLINARY ACTION WITHIN
THE LAST YEAR WERE
EXCLUDED FROM THE
PROGRAM.

3. Average performance

EMPLOYEES MUST HAVE AN **AVERAGE PERFORMANCE OF (A) & ABOVE** IN THE **LAST 3 YEARS** IN ORDER TO JOIN THE PROGRAM.



4. English test

EMPLOYEES MUST HAVE
INTERMEDIATE LEVEL & ABOVE
IN ORDER TO JOIN THE
PROGRAM.

5. Technical & Potential Assessment:

This assessment covered behavioral and technical Assessment of the employees. This was done by direct boss and eventually approved by concerned DCEO.

The **Technical Assessment** helps us gauge specific technical knowledge of the candidates in their field of work. Whereas the **Behavioral Assessment** gives us an idea of the employees' intrapersonal skills like leadership, adaptability and determination.



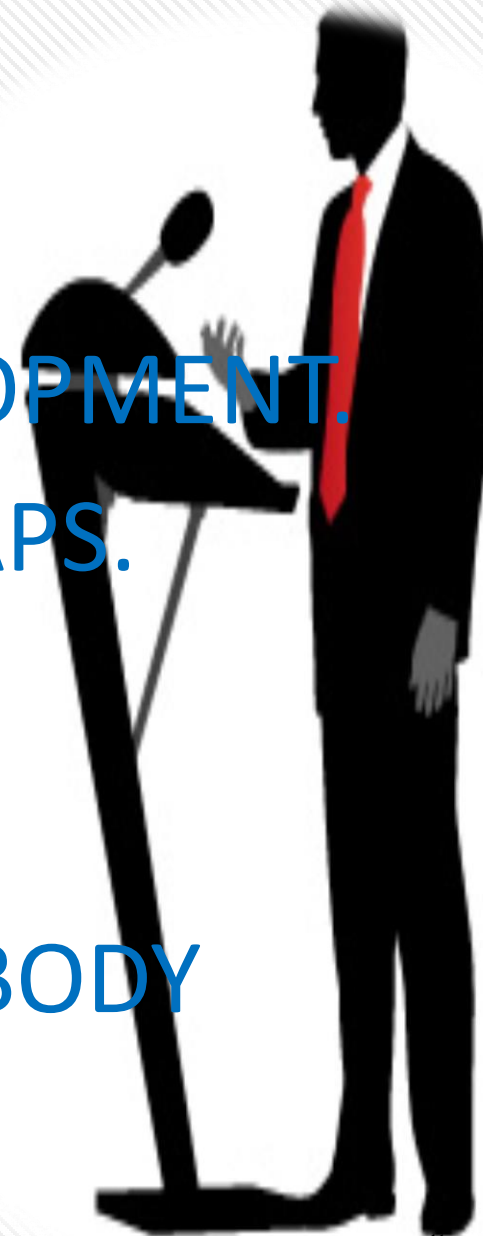
Potential candidates were interviewed as a final filter for joining the TM program

Candidates
were
curious...



What's in it for Them?

- INTENSIVE TRAINING AND DEVELOPMENT.
- FAST CLOSER OF COMPETENCY GAPS.
- LEARN NEW SKILLS AND TOOLS.
- ASSIGNED COACH AND MENTOR.
- RECOGNITION BY ALMOST EVERYBODY



A TOTAL OF

51 candidates

JOINED THE TALENT
MANAGEMENT
PROGRAM

A MAJOR PART OF THE CANDIDATE'S JOURNEY IS TO SUGGEST A BIG GOAL THAT IS INNOVATIVE & WILL RESOLVE A PROBLEM OR AN ISSUE IN THE COMPANY



ACCORDINGLY, DIFFERENT DEVELOPMENT INTERVENTIONS WERE SUGGESTED TO FURTHER PREPARE THE CANDIDATES TO EXECUTE THEIR PROJECTS...



1. Goal setting

2. GROUP COACHING
WORKSHOP

3. DISC ANALYSIS
ASSESSMENT AND
TRAINING



Singapore Training Aug./Sept. 2015



This training course was tailor made to train the candidates on goal setting and to equip them with the needed tools to complete their projects



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INCLUDED INDOOR

ACTIVITIES



AND OUTDOOR ACTIVITIES



Technical Panel was formed to assess & review candidate's initial projects



A total of 17
concepts were
presented...

□ 15 TEAMS

□ 2 INDIVIDUALS



Next Step?

- **APPROVED CONCEPTS** WILL PROCEED WITH THEIR PROJECTS & PRESENT THEM TO THE COMMITTEE AT THE END OF THE YEAR.



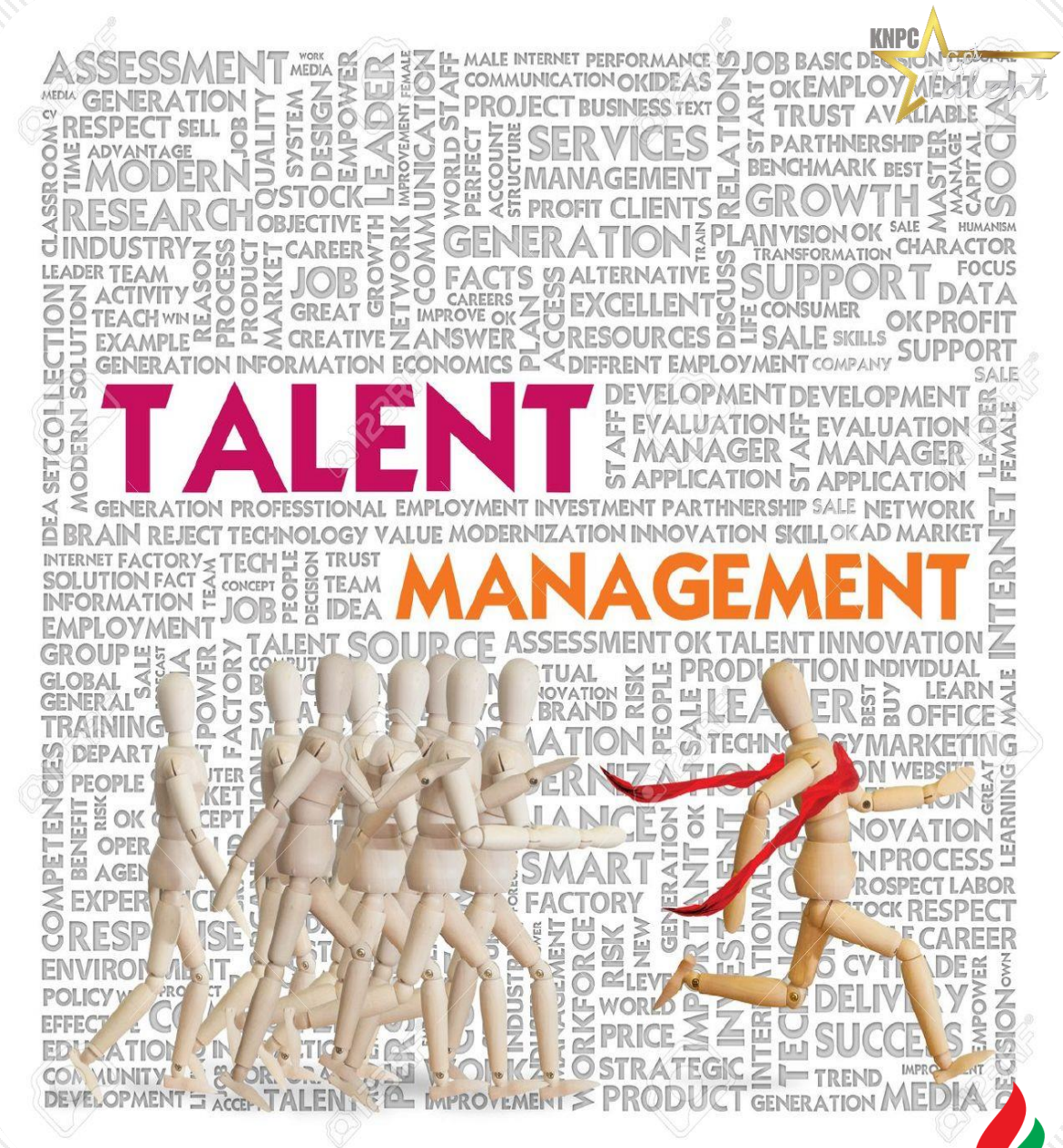
Next Step?

- **CONCEPTS NOT MEETING THE CRITERIA** WERE GIVEN 3 WEEKS TO COME UP WITH NEW PROJECTS AND PRESENT THEM AGAIN FOR THE COMMITTEE TO GAIN APPROVAL.



Final Stage

- IMPLEMENTATION OF THE PROJECTS
- CELEBRATE THE SUCCESSFUL AND INNOVATIVE PROJECTS.
- START THE NEXT PHASE





THANK YOU

The Journey of Talent Management Program

Coaching workshops



External Training





Technical Panel to review the projects and approve them,,,



Walk the floor visits to the stars



Recognition of top performers by Top Management





Celebrate the success

Now we are ready for the future challenges



