

ADNOC EMPOWERING THE ENERGY TRANSITION THROUGH HUMAN CAPITAL



Context

- **The Journey of Transformation & Value Creation**
- **Building a Skills-based, High Performance and Accountable Culture**
- **Investing in Attracting, Developing & Nurturing Talents**
- **Embracing Emerging Technologies for Growth**

THE JOURNEY OF TRANSFORMATION & VALUE CREATION

Aligned with evolving Business Priorities....



BUILDING A SKILLS-BASED, HIGH PERFORMANCE AND ACCOUNTABLE CULTURE



INVESTING IN ATTRACTING, DEVELOPING AND NURTURING TALENTS FOR ADNOC & THE NATION

44,576



Driving Efficiency and increase workforce productivity



Revamp Employee Experience and Value Proposition



Build Engaged Talent and capable workforce



Driving High Performance Culture



Develop a **Multi-Skilled workforce**: Equip employees with diverse skill sets to foster a high-performance culture



Cultivate and sustain a **Talent Pipeline**: Develop and maintain a pool of future skilled talents for the nation.



Enhance efficiency and boost productivity: Leverage digitalization and technology to drive workforce performance.



Talent Development Priorities

Upskill People on Emerging skills

Develop Leaders for Future

Revolutionize the learning experience through digitalization

Strategic Workforce Planning

Actionable build, borrow, buy insights based on scarce and future skills data

Talent Acquisition

Hiring based on needed skills to perform the work rather than history of the jobs

Performance, Reward & Recognition

- Skills linked to Annual Performance Objectives
- Strategy to attract and retain Business-Critical, Business Continuity, Scarce and Future Skills

Internal Talent Mobility

Skill Matching to facilitate employee placements for development/ progression Part time/ Full time

Learning & Development

- Best fit, skill -based development for all specialized groups
- Skill development plans based on real work activities & set annual performance targets

AI - driven Career Paths

- Skill Matching
- Flexible Skill Profiles
- Current and Aspired Roles
- Career Path based Learning Journeys

Strategic Focus Skill Based Organization

AI enabled Talent Management Platform

EMBRACING EMERGING TECHNOLOGIES FOR GROWTH

PEOPLE FOR AI

DRIVING A NEW SKILLSET AND MINDSET

PERSONAS

AI FOR EVERYONE



2 HOURS



E-LEARNING
COURSE

NEXTGEN AI SMEs



15 WEEKS



ONLINE COHORTS

DIGITAL PROFESSIONALS



40 WEEKS



ONLINE COHORTS

LEADERSHIP



2 TO 3
DAYS



COHORTS

ADNOC CODERS PROGRAM



5 DAYS



COHORTS

TRAINING

AI Fundamentals

Generative AI
(MS Copilot)

Data Science for
Business Users/AFL

AI Engineering
Pathway

AI & Data Engineer
Certification

Deep Technical
Expertise

AI Accelerator for
Leaders

AI for Executives

Programming

Peer to Peer learning

PARTNERS



THANK YOU

