



Employee Development Strategy

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Training & Career Development
Jan - 2014

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شركة البترول الوطنية الكويتية
Kuwait National Petroleum Company
KNPC



Kuwait National Petroleum Co.

- KNPC established in 1960 as the first national company in a region.
- In 1975 the State acquired full ownership of KNPC.
- Total number of employees now is 5900 and will reach 7000 in the next 5 years.
- New projects:
 - New refinery 610,000 bbl per day (KD 4.0 billion)
 - Clean Fuel project (KD 4.67 Billion) to produce Gasoline and Diesel meeting Euro 4 and 5

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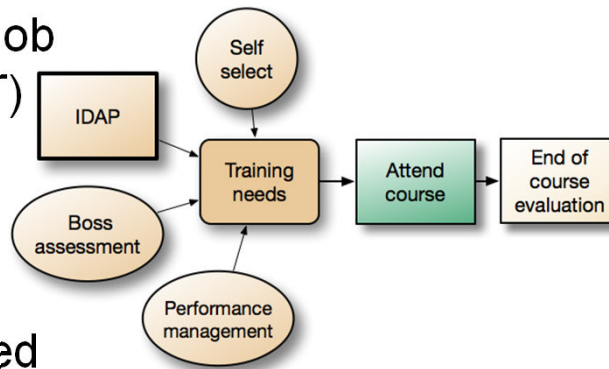
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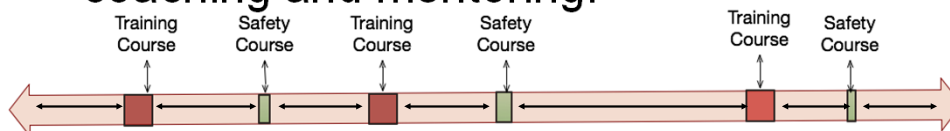
Current Training and Development

- Structured On Job Training (S-OJT)
- NVQ level one
- In house, local courses, Certified training, and external training.



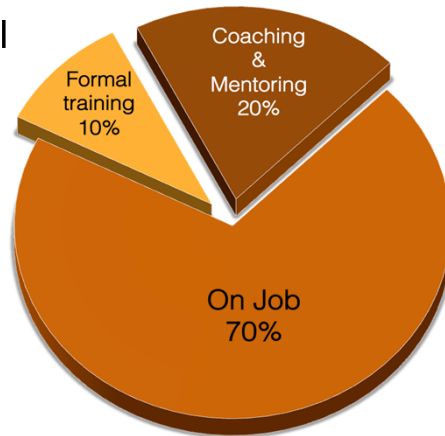
Coaching and Mentoring

- KNPC deliver different courses throughout the year.
- Safety Training also is available and delivered throughout the year.
- The rest of the year is not utilized for coaching and mentoring.



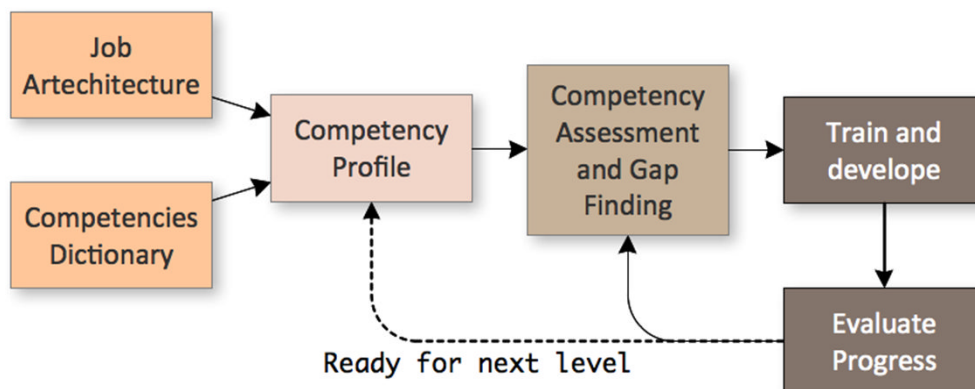
Formal and Informal Development

- Formal training (10%) is technical skills, theories, and explanations.
- Coaching and Mentoring (20%)
- On Job informal training (70%) to practice and implement what is learned above.

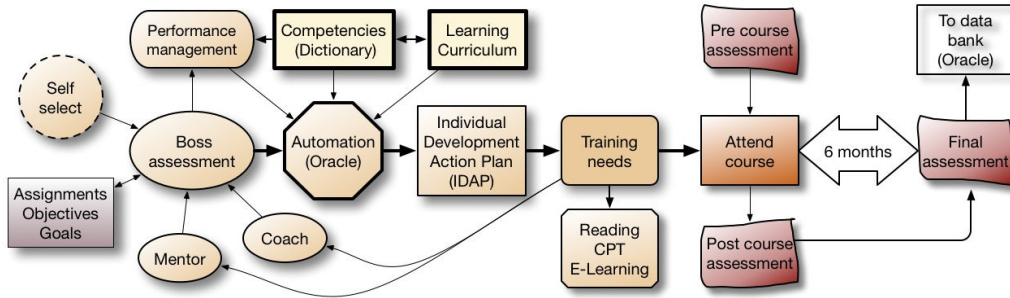


Based on Center for Creative Leadership 30 years research.

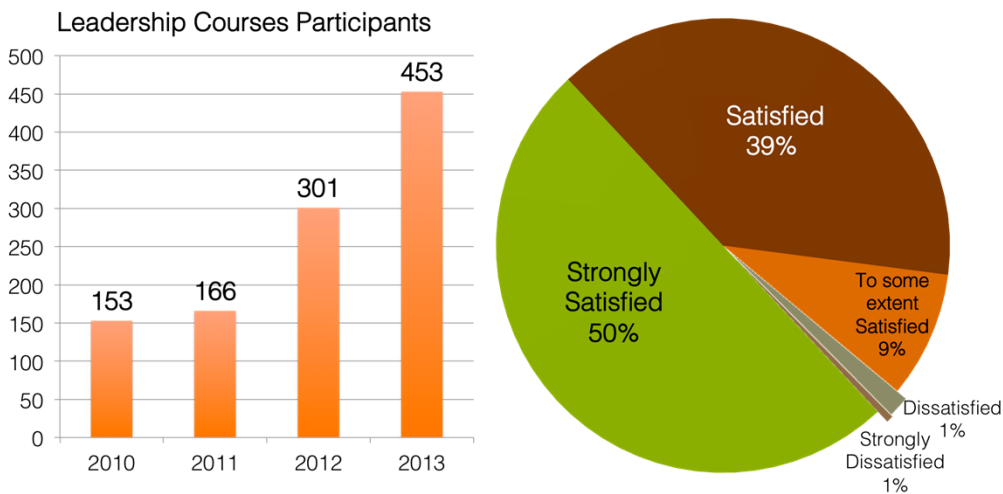
Development Models



Development Models



Leadership Development



Conclusion

- List the organizational competencies and publish them in a dictionary.
- Plan training according to identified competency gaps.
- Use Return On Investment (level 3) to measure development progress
- Maximize coaching, mentoring and self development to leverage class room training.

Thank You