



CORPORATE RESEARCH FORUM

GULF CONFERENCE MASTERCLASS SELECTIONS

# BUILDING SKILLS AND TALENT FOR THE FUTURE

Thursday 9 May 2024

Abu Dhabi, UAE



## MASTERCLASS SESSION 1: CHOOSE ONE FROM:

These masterclasses, hosted by CRF Partners are included within the conference on the afternoon of Day 1.

All attendees should attend **TWO** masterclasses. One from **Session 1** opposite and one from **Session 2** on the following page.

Please confirm which **TWO** masterclasses you would like to attend via email to:



**1**



**Building Talent from Within to Deliver Tomorrow's Strategic Vision**

If HR's mission is to ensure we have a workforce able to execute the organisation's vision, hiring the right people and developing them in the right way is critical to ensuring that we develop the right culture and working climate to maximise performance. Innovation and market conditions require evolving roles, knowledge, skills, and processes. Leaders by definition must be 'new world' capable, applying knowledge and skills in a variety of situations. Gathering current capability evidence and targeting development to close gaps on future requirements quickly, efficiently, and cost-effectively matters, and today's technology is a key enabler to achieving this.

This session looks at a real-life case study approach that draws on world-class diagnostic tools to gather effective evidence and uses technology to accelerate skills application in its' leaders.

**2**



**AI Demystified – Shaping the Near Future of Work**

In an era where AI becomes a vital strategic asset, HR professionals have a golden opportunity to lead organisational transformation.

This session will demystify AI, showcasing its potential to redefine success. For HR, mastering AI isn't just learning; it's about leading the workforce through a transformative era, shaping strategic decisions, and driving innovation. Seize this moment to position HR at the forefront of digital evolution, ensuring your organisation's readiness for the future.

**3**



**A Seat at the Table: Elevating Influence and the Strategic Role of HR and L&D**

Over the past few years, the role of Human Resources and Learning and Development has gone through significant change. From tactical to strategic, they have become the catalyst for talent retention and business transformation.

Headspring's Associate Leadership Professor Mark Fritz will lead an interactive workshop designed to help People and Talent leaders understand how to make their influence go further and have a more direct impact on the business strategy.





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## MASTERCLASS SESSION 2: CHOOSE ONE FROM:

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**EVENTS TEAM**

1

The  **Oxford Group**  
A City & Guilds Business

### **5 Conversations – How to Transform Trust, Engagement and Performance** *(and why this is essential to maximise skills transfer and talent mobility)*

Using the latest neuroscience research and engagement data, our 5 Conversations approach shares the key conversations that transform trust, engagement and performance at work, and drives innovation forward. These conversations build psychologically safe environments enabling deeper more substantial career conversations where the aspirations and capabilities of our people are well understood.

In this interactive masterclass, you will explore the background and neuroscience that powers the 5 Conversations, as well as experience tools for establishing a trusting relationship and building for the future.

2

## Bird & Bird

### **AI-driven Solutions for the Workplace – Balancing Opportunities and Risks**

The impact of AI-driven solutions both to augment the HR function and within the broader workplace, is complex and multifaceted from an employment law perspective. Whilst these solutions present clear opportunities for digital transformation and reskilling for the future, they can also pose challenges for employers in terms of employee rights and obligations. It can be difficult to know how HR fits in when it comes to maximising opportunities at speed and minimising legal risk.

Join our masterclass which through discussion will consider the key employment law considerations companies should be mindful of when allowing or encouraging the use of generative AI or algorithmic decision-making tools at work.

3

**sd** STRATEGIC  
DIMENSIONS

### **Assessing and Selecting HR's Future Leaders**

As a leading HR specialist executive search firm, Strategic Dimensions will share their perspective on what they look for when assessing future HR leaders. The session will be underpinned by 30 years of selecting and assessing top HR talent and incorporating the key capabilities identified in CRF's Reskilling research to enable HR leaders to assess for the skills that matter most.

A useful session for those looking to build their own HR careers and shaping their future HR teams, the session will also include practical advice on partnering with search firms, running strong external processes, and building your professional network.