



Saudi Aramcoaca Acs Leadership Development Transformation

David Baud



Saudi Aramco Leadership Development Transformation:

Leadership Development Transformation, 2010 DESCRIPTION Saudi Aramco is one of the largest producers of crude oil in the world with a workforce of over 58 000 This case study provides insights into Aramco's experience in transforming its leadership development process Find out how the company designed and developed an integrated model and approach for leadership development that accurately reflects stakeholder expectations and how this model has raised the bar for best practices LEARNING OBJECTIVES Examine the drivers and challenges behind Aramco's leadership development transformation experience See the results of an international benchmarking study done with 57 multinational companies on leadership development best practices Master the elements of an effective leadership development model Explore a practical learning transfer system that aligns leadership development expectations with behavioural competencies Discuss lessons Aramco learned about leadership development transformation

Leadership Development in Saudi Arabia's Private Sector Khaled A. Hanaky, 2021 There is currently a proliferation of business focused leadership development programs in Saudi Arabia These programs represent a reaction to the shortage of qualified leaders who can drive and sustain both recent and future advances introduced by Saudi Vision 2030 the national transformation program that is introducing social and economic reforms Importantly business leadership development has not been studied in this context of contemporary Saudi Arabia This study examined the state of Saudi leadership development programs by employing an explanatory sequential case study design that focused on a particular leadership development program Through the use of surveys and participant interviews results revealed that most participants benefitted from the program and noticed growth in their leadership skills Results also suggested that participants found small group activities and strategic management to be the most effective program features Regression analysis results revealed significant positive correlations between participants' growth in their leadership skills and the relevance of program content to their background and work as well as their engagement in program activities while a significant negative correlation was found between participants' growth in leadership and their status as a parent While qualitative interview findings confirmed the first two findings they contradicted the parental finding suggesting that more research is needed in this area Interviews also pointed to some of the most valuable components of the program including the overall quality of training content and delivery interactivity and practicality of the program and participants' ability to learn soft skills and change their perspectives Some areas of improvement were also discovered including enrollment criteria and the quality and comprehensiveness of program material such as readings The findings and recommendations from this study could benefit various stakeholders For instance organizations interested in these programs need to select people who are interested in learning and growing their skills Organizations also need to consider supplementary initiatives within the workplace to expand leadership development from individual to collective levels For trainers practicality and interactivity are key features for successful programs Finally many soft skills taught in these

programs could be included into school curriculum to ensure future workers are better prepared

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