

Issues

- § How to assess employees from over 70 nations in a standardised way
- § How to create a 'best in class' competency framework
- § How to support Saudization

Methodology and Tools

- § Design of a Development (assessment) Centre
- § A competency development programme for roll out
- § Bespoke interventions and workshops to embed the competencies
- § Individual development plans from the development centre

Results and Benefits

- § A 'best in class' competency framework
- § Individual potential recognised
- § A framework ready to be adopted throughout the University aligning to performance management and ensuring consistent standards throughout

