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مؤسسة محمد بن سلمان
Mohammed Bin Salman
Foundation

قيادات واعدة
10X Leaders

10X Leaders

Sector Specific Leadership Approaches

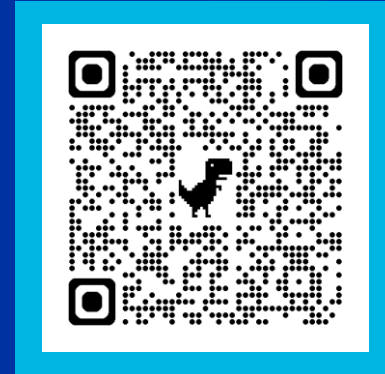
Human Capital Development (HCD)

DAY 2

Join On Time

Use Your Full Name

Keep Your Camera **ON**



Attendance



AGENDA

9:00	Welcome, Recap And Icebreaker
9:15	Digital Transformation & AI and People Analytics
10:30	Coffee (15 Mins)
10:45	Microlearning, Gamification and Leadership Development
12:00	Coffee (15 mins)
12:15	Break Out Rooms (30 mins)
12:45	Review and Wrap Up
13:00	Session End





House Keeping



House Keeping Rules for Online Sessions



1. Join on Time

Please log in a few minutes early to ensure we start promptly, This helps us stay on track and respect everyone's time. Remember, punctuality in attendance is a must, as per the rules and regulations you signed.

2. Use Your Full Name

Ensure your display name matches your registration so we can assign breakout rooms and track participation accurately.

3. Keep Your Camera On

Ensure to turn your camera on during the session, including any group discussions and breakout activities to foster connection and engagement.

4. Mute When Not Speaking

To minimize background noise, please keep your microphone muted unless you are speaking.

5. Engage Actively

Participate fully in discussions, polls, Padlet reflections, and breakout room activities. Your voice adds value.

6. Use the Chat Respectfully

Feel free to use the chat for relevant questions and insights but keep comments professional and constructive.

7. Be Present

Try to minimize distractions. Please stay focused on the session and avoid multitasking (emails, phone calls, etc.)

8. Respect Time Limits

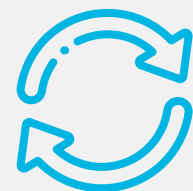
Whether in group discussions or presentations, please stay within the allotted time so everyone can contribute

9. Breaks as Scheduled

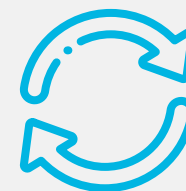
There be will 2 x 15 min breaks, feel free to stretch or grab a refreshment during those times.

10. Confidentiality Matters

This is a safe learning space. Please don't record, screenshot, or share anything discussed without permission



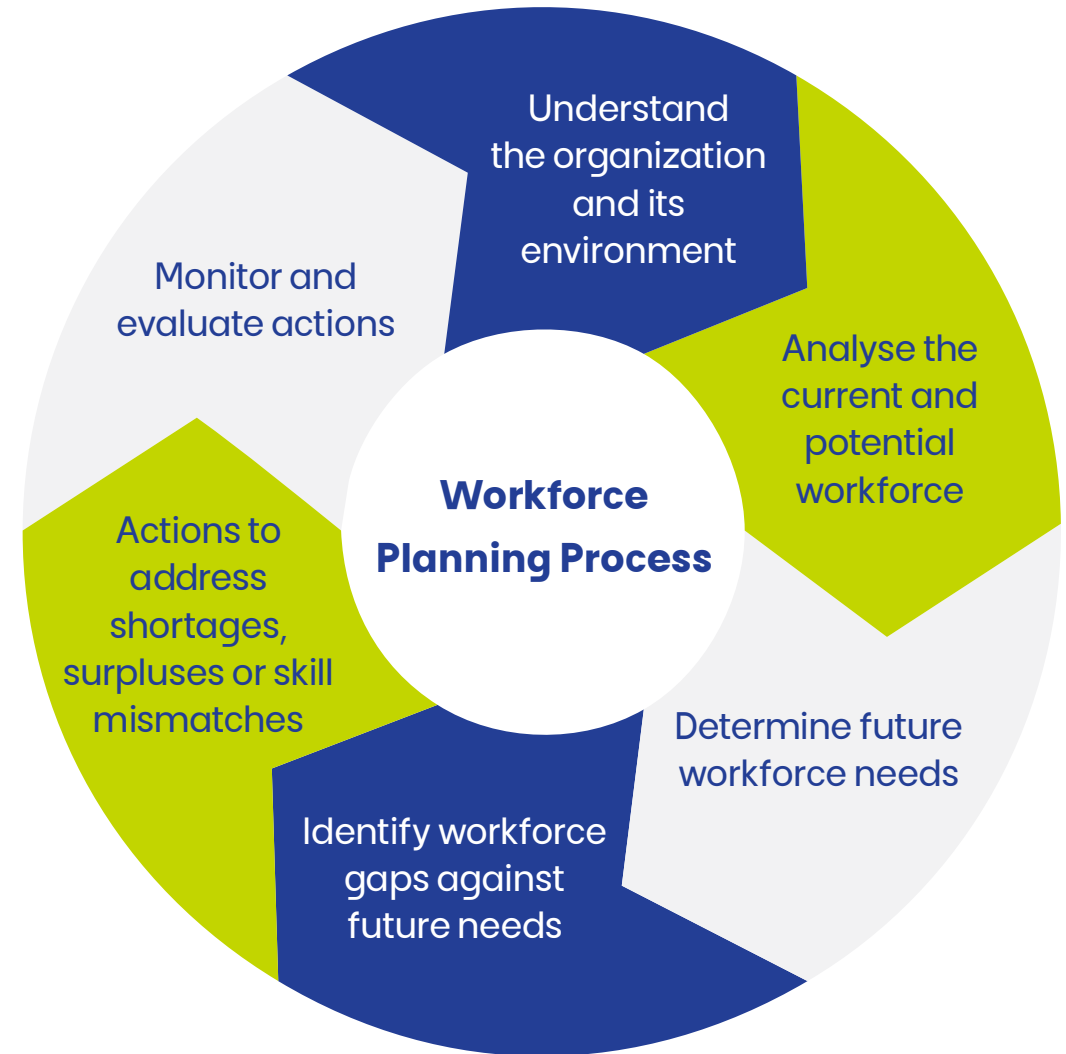
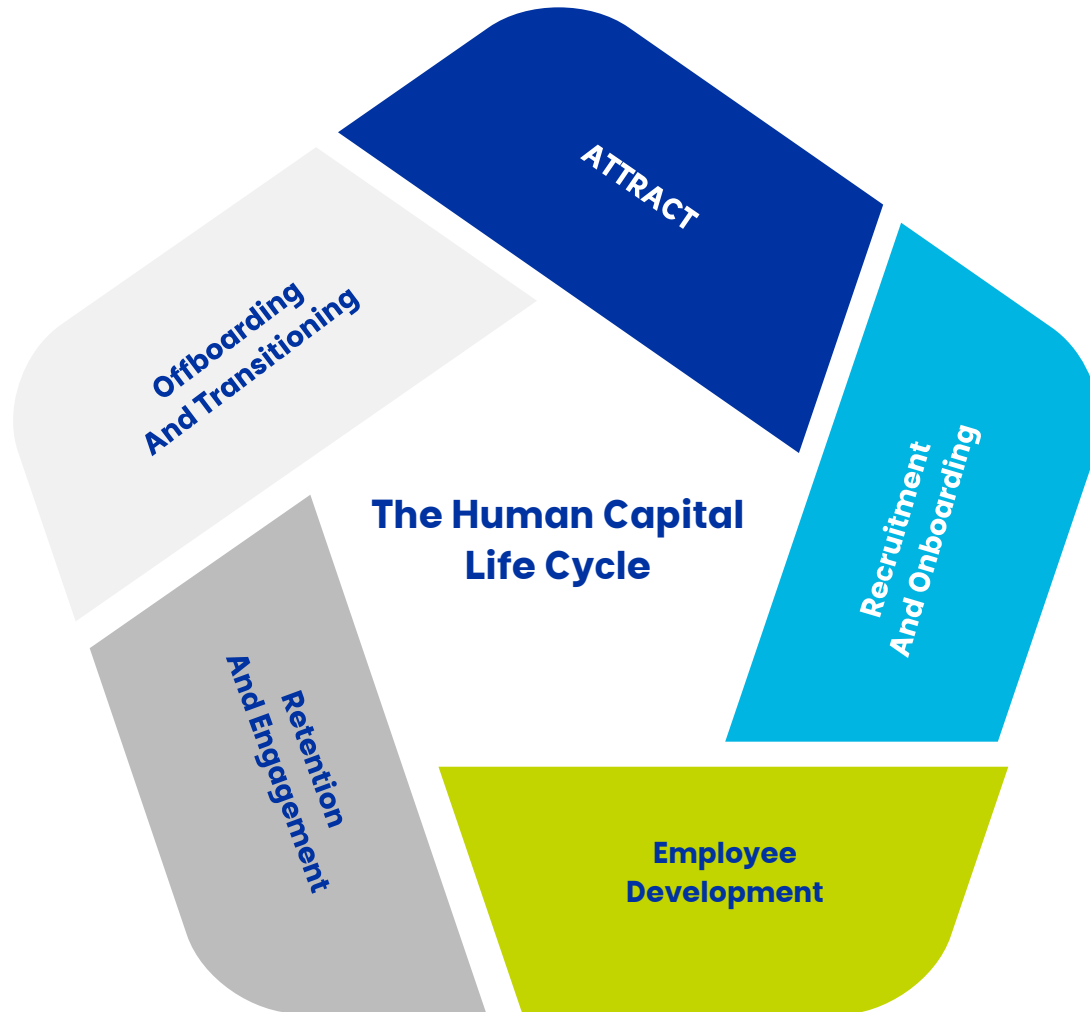
RECAP



Day 1



RECAP | Module 2 (Day 1)





Time: 5 mins

What is your Leadership Superpower

In the Mentimeter would cloud please enter the words that reflect your Leadership Superpower.



What makes you unique as a leader?



What aspect of leadership do you feel is your biggest strength?





MODULE 2: Sector Specific Leadership Approaches

Human Capital Development(HCD)





Learning Outcomes



L01

Master human capital trends and develop effective workforce strategies.

L02

Utilize digital tools and AI to optimize workforce integration and productivity.

L03

Foster inclusivity and build high-performing, adaptable teams.

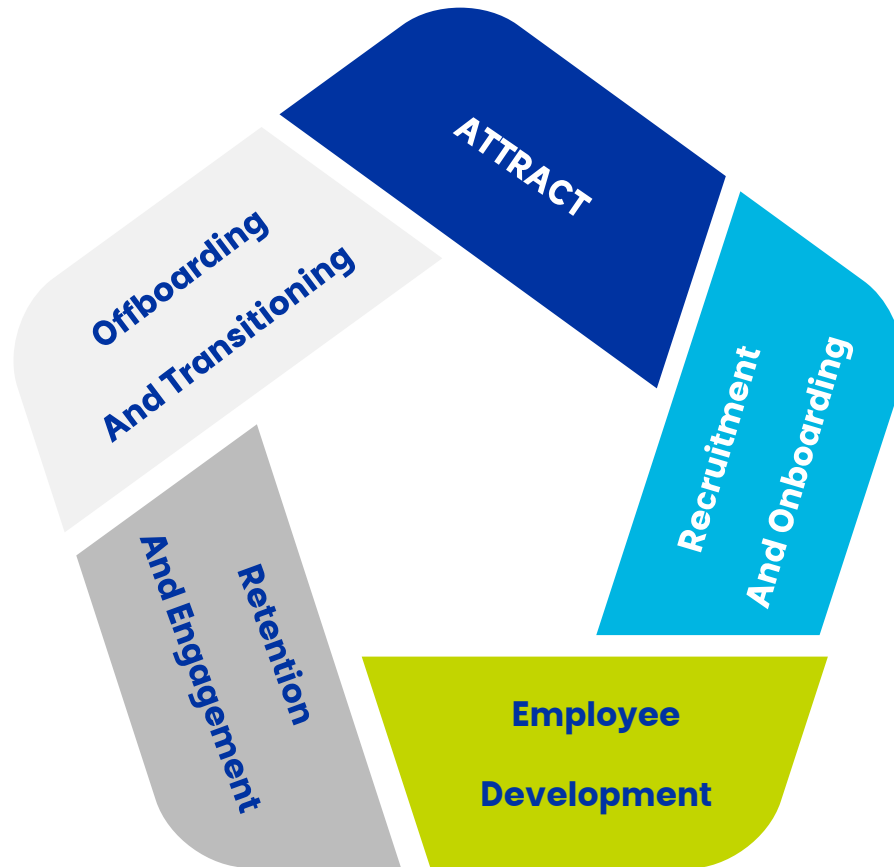
L04

Create leadership and governance structures that support workforce well-being and engagement and long-term workforce success.



Day 2

Employee Development and Performance Management



In today's session we will look at:

Stage 3 of the HC Life Cycle—Employee Development

We will explore:

- The Role of HC Digital Transformation in employee Development.
- The importance of Microlearning and Gamification in Employee Development
- Leadership Development

DAY 2

Employee Development & Performance Management

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TOPIC 1

Digital Transformation in HC:

Empowering Employee Development



Let's Watch This
VIDEO CLIP



“

The real wealth of the Kingdom lies in the ambition of its people and the potential of its younger generation.

Vision 2030

”

What is Employee Development



Employee Development is no longer optional it is strategic

Organizations that develop their people:

1. Outperform Competitors

2. Retain Top Talent

3. Innovate Faster

**4. Create A Future-ready
Workforce**



What does employee development mean to you?





Let's Watch This
VIDEO CLIP

DISCUSSION



Plenary Discussion

Employee Development at the Financial Academy Video Debrief

How does the video define employee development, and how does that compare with how it's approached in your organization?

Global Trends in Employee Development



01

85% of HR leaders say people analytics is critical to business success (Gartner, 2022)

02

AI can personalize learning journeys based on behavior, role, skill gaps, and performance metrics (MsKinsey, 2021)

03

Predictive analytics identifies who is likely to grow, plateau, or leave (Gartner, 2022)

04

Real-time data enables agile learning and development interventions (Deloitte, 2023)

DISCUSSION



Plenary Discussion

Time: 5 mins

How is digital transformation reshaping the way we develop people in today's workplaces?



What is Digital Transformation in HC?

- Beyond Automation: It's a strategic shift in how HC delivers value using digital tools.
- Improves experience, agility, and data-driven decision-making across the HC Life Cycle
- Driven by Vision 2030, workplace modernization, hybrid work, and growing employee expectations

HC isn't going digital; it is being redefined by digital!



Be a Force for the Future: HC Then vs. Now

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Traditional HC

- Paper-based documentation
- Manual payroll processing
- In-person recruiting events
- Annual performance reviews

Modern HC

- Cloud HRIS platforms
- Automated payroll systems
- AI-driven talent acquisition
- Continuous feedback tools



Digital transformation integrates advanced technologies into HC processes. Organizations prioritize this shift as a strategic imperative.



Industry leaders project the HR tech market to reach \$38.2 billion by 2030, driven by increased adoption of AI, cloud-based solutions, and automation in HR Functions.

(HR World, 2022)

Drivers of Digital Transformation in HC



Remote Work Revolution

83% of companies have adopted hybrid or remote work models. (Deloitte, 2023)

WHY IT MATTERS: Digital platforms are essential to enable flexible collaboration, maintain productivity, and engage distributed teams in a post-pandemic world. They support continuity and inclusion across geographies. (Deloitte, 2023).



Employee Expectations

Workers demand intuitive self-service HC tools.

WHY IT MATTERS: Empowering employees with digital tools enhances user experience, reduces administrative burden, and increases engagement and satisfaction—key to retaining top talent in competitive markets.



Data-Driven Decisions

Real-time analytics improve strategic HC planning.

WHY IT MATTERS: Leaders can make faster, smarter decisions on talent acquisition, development, and retention. Predictive insights also allow for proactive workforce interventions aligned with Vision 2030 goals.



Compliance Requirements

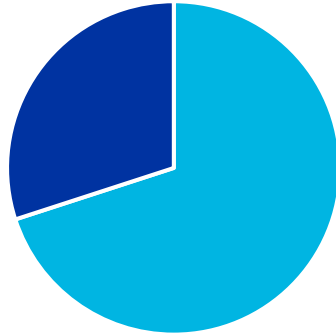
Digital tools help navigate evolving labor regulations.

WHY IT MATTERS: Automation ensures HR policies and processes stay aligned with Saudi labor law, Saudization targets, and Vision 2030 frameworks—reducing risk and strengthening organizational governance.

Advantages of Digital Transformation in HC



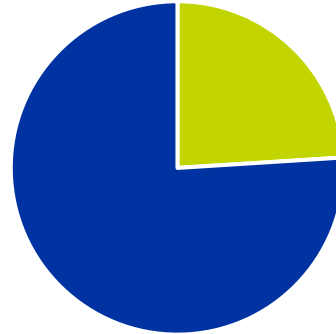
70%



Reduction in Admin Tasks

HC teams slash manual paperwork through automation. (McKinsey, 2021)

24%



Engagement Boost

Employee satisfaction improves with modern HC experiences. (Deloitte, 2022)

4X

Faster Hiring

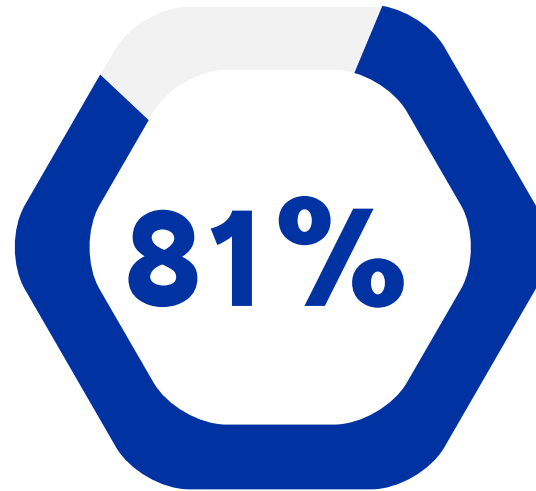
Digital tools accelerate recruitment and onboarding cycles.

Which of these benefits has your organization experienced because of digital transformation?

Remote and Hybrid work as a Driver for HC Digitalization

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81% of Saudi employees prefer hybrid models post-COVID, and retention is significantly linked to workplace flexibility and development opportunities.

Put a  in chat if you prefer hybrid working or a  if you do not like hybrid working

Hybrid Working and Employee Engagement



1.

Flexible working arrangements are increasingly linked to talent attraction and retention. Employees with access to hybrid models report higher levels of job satisfaction and are less likely to consider leaving their roles. (CIPD, 2023)

2.

Organizations offering flexibility in when and where employees work experience 3.2x higher intent to stay (Gartner, 2022)

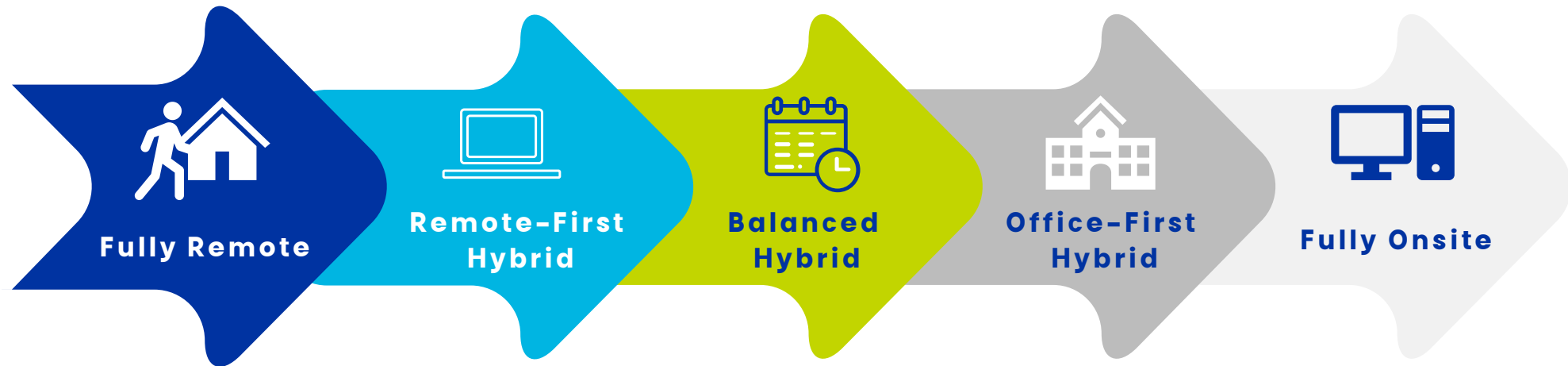
3.

Employees whose location flexibility aligns with their preferences show 55% higher engagement (Gallup 2022)

4.

Leaders risk losing employees if they do not prioritize rebuilding social capital and connection in hybrid work environments. (Microsoft, 2022)

Hybrid Work Model Spectrum



All work performed outside traditional office. No physical workplace required.

Primary work remotely. Office available but optional for specific activities.

Equal emphasis on remote and in-office work. Structured rotation system.

Primary work in office. Remote work as occasional option or benefit.

Traditional model requiring physical presence. No remote work options.



GROUP WORK EXERCISE



Objective:

To solve real-world employee development problems using digital transformation tools across various HC functions.

Total Time: 30 mins
Presentation: 2 min per Team



Refer to your workbook page 34–36

01



Propose a digitally enabled solution using relevant tools

02



Link your solution back to how it supports employee development

03



Add your solution to the Padlet

04



Prepare a 2-minute pitch

05





Breakout Room: Future Forward Industries

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Poor onboarding experience is causing new hires to feel lost, delaying their ramp-up and affecting early-stage development.

**Group
1**

Performance reviews are inconsistent, subjective, and done via Excel. Employees lack clarity on growth expectations.

**Group
2**

Workforce planning is reactive, leading to mismatch between training programs and future talent needs.

**Group
3**

Low engagement scores among high-potential employees. HC lacks data to understand why, and many leave within 2 years.

**Group
4**

No structured internal mobility process employees don't know how to grow within the organization.

**Group
5**

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Employee Development & Performance Management

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TOPIC 2

AI and People Analytics in Talent Development



Reimagining how we develop our people for a future-ready workforce

Talent development has historically been reactive, one-size-fits-all, and driven by intuition.

The Opportunity:

With AI and People Analytics, we can:



**Align development with
organizational strategy
and Vision 2030**





**Data is no longer just for reports, it's now the driver of
SMARTER, FASTER, AND MORE EQUITABLE GROWTH.**

Think about your own organization

Are you still relying on annual reviews and manual talent tracking?

What if AI could help you identify your future leaders before they even know it themselves?

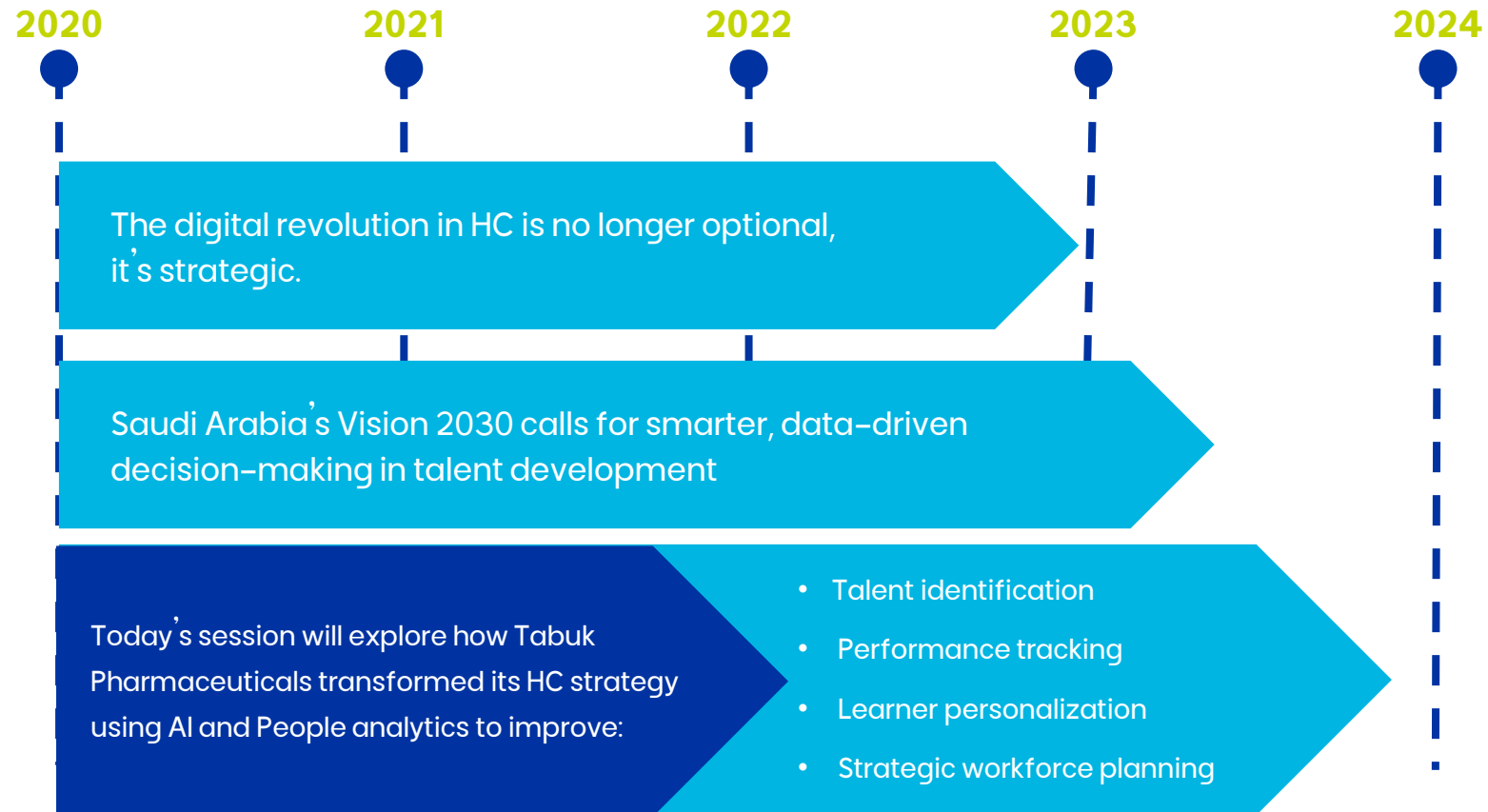
Developing Human Potential Through AI and People Analytics

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How can AI help us discover the talent we already have and develop it before it is gone



Let's see how one Saudi company turned data into development!

Success Story:

Tabuk Pharmaceuticals: AI-Driven HC Transformation

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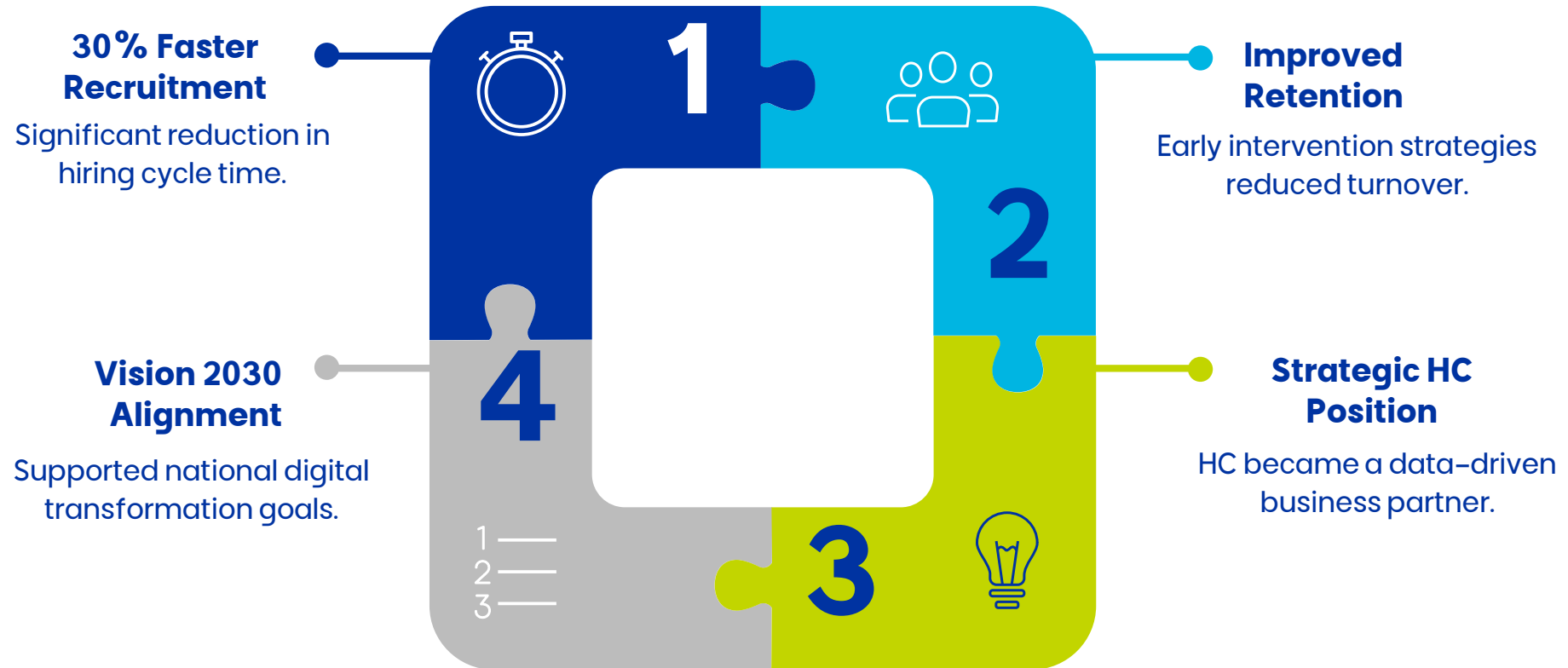
Their journey shows how AI can position HC as a strategic enabler of business growth while aligning with Vision 2030 goals.

Tabuk Pharmaceuticals transformed its HC operations using AI technologies. This Saudi-based company overcame growth challenges across the MENA region.

Pre-transformation Challenges	AI-Powered Solutions
Manual Recruitment processes	AI-Based talent acquisition
No real-time performance data	Predictive analytics for retention
High employee turnover	Personalized learning platforms
Reactive workforce planning	Real-time performance dashboards



Measurable Results and Key Lessons



Quiz: How would you use AI to develop your Talent?

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Get ready to think like a Strategy Shaper!

We have seen how Tabuk Pharmaceuticals used AI and People Analytics to drive talent development. Now it's your turn to apply what you have learned.

Instructions

- Join the Mentimeter quiz using the QR code
- Answer 4 multiple choice questions
- Reflect on how AI can be used strategically in your own organization

Time: 10 mins

Mentimeter QR code





According to Gallup (2024) only 2% of Managers believe their Performance Management Systems work

Gallup conducted a nationally representative study of 18,665 U.S. employees to assess the current state of performance management. They identified three opportunities to improve performance management systems across all industries.

Be a Strategy Shaper and Force for the Future: Re-engineer Performance Management



Gallup Recommendations

Clarify Expectations

Only 47% of employees strongly agree that know what is expected of them at work. Clear expectations begin with effective goal setting. Gartner advise to:

- Collaboratively include employees in their own goal setting
- Add team and customer goals into the mix

Inspire progress on goals

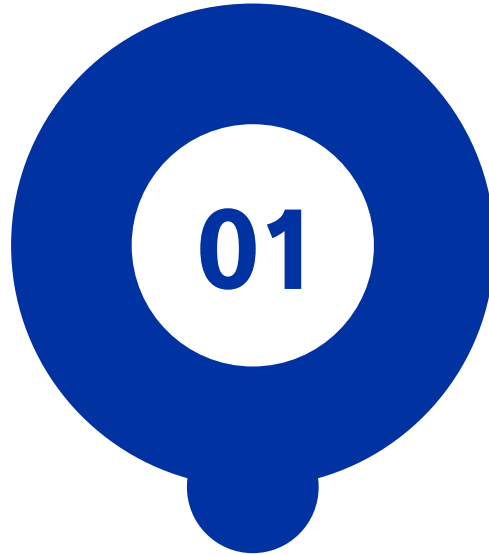
56% of employees formally review their performance goals with their manager once a year or less. Progress on goals accelerates when leaders:

- Revisit goals during quarterly progress conversations
- Integrate team check-ins with quarterly goal progress conversations

Improve performance evaluations

Only 22% of employees strongly agree that their performance review process is fair and transparent. Performance reviews that inspire improvement and personal growth do the following:

- Assess performance with multiple inputs
- Include development goals
- Omit pay and promotion conversations



As a Progress Driver, how are you using technology in your HC function to sustain performance, improve employee experience, or drive continuous improvement?



Please share on the Padlet



15:00

Start Stop Reset mins: 15 secs: 0 type: None ▼

 Breaktime for PowerPoint by Flow Simulation Ltd.

Show Settings

TIME FOR A QUICK
BREAK

DAY 2

Employee Development & Performance Management

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TOPIC 3

Microlearning & e-learning Platforms



Learning is no longer a one-time event it's an everyday opportunity

Microlearning for Employee Development



Learning is no longer a one-time event it's an everyday opportunity

Why Microlearning is a Strategic Tool for Employee Development

- 1 Enables continuous learning**
by breaking complex topics into manageable, bite-sized modules
- 2 Supports just-in-time development**
delivering knowledge when employees need it most
- 3 Adapts to modern work realities**
accessible anytime, anywhere, even in hybrid or remote setups
- 4 Boosts engagement and retention**
through interactive, mobile-friendly formats
- 5 Scales learning quickly**
across teams using platforms tailored to individual roles, needs, and goals

Microlearning empowers organizations to embed learning into the flow of work turning everyday moments into development opportunities

Data-Driven Upskilling (STC + LinkedIn)

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Let's Watch This
VIDEO CLIP

DISCUSSION



Video Debrief

Time: 5 mins

What is one practical idea from the STC video that you could apply within your HC strategy this year?

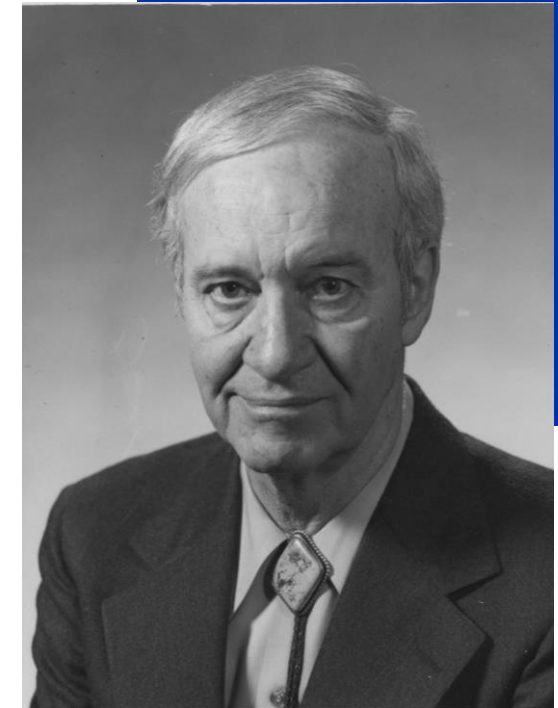


“

Adults learn best when learning is relevant, practical, and connected to their real-life challenges.”

Malcolm Knowles – Father of Adult Learning Theory (Andragogy)

”



How employees learn



Learning in the Flow of Work

- Learning that is integrated into daily tasks
- Accessible on demand

Self-Directed and Autonomous

- Employees choose what, how and when to learn
- Platforms like Coursera, EdApp and YouTube support this trend
- Learning is personalized to their career goals and interests

Social and Collaborative

- Learning happens through peers, mentors and communities
- Employees often learn best by discussion, doing and reflecting

Mobile and Micro

- Over 65% of learners prefer mobile-first content
- Microlearning boosts retention and engagement
- Learning is most effective when bite-sized and focused

Continuous, Not Event Based

- Learning is seen as an ongoing process, not a single event
- Blended approaches (digital & experiential) are preferred
- Employees value access to content over access to classrooms



We don't learn for the sake of learning we learn when it solves a problem, fills a gap, or moves us forward.



Most Common types of Learners



Learning is not a one-size fits all approach

Adults learn in many ways including:

01



Visual Learners:

Images, diagrams,
charts, maps,
colors

02



Auditor Learners:

Listening and
speaking e.g.
podcasts,
recordings, music,
storytelling

03



**Reading/Writing
Learners:**

books, articles,
notes

04



**Kinesthetic
Learners:**

Hands-on,
movement
activities e.g role-
play, building
models, fieldwork

05



Social Learners:

Learn best in
group settings

06



**Logical
(mathematical
learners):**

recognize
patterns.



How do you like to learn?

01



02



03



04



05



06



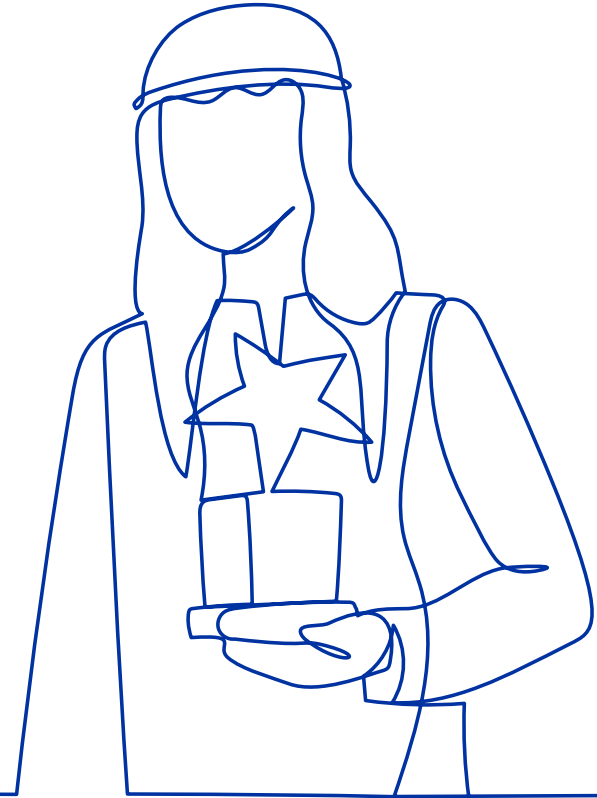
Employee Development through Microlearning

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To future-proof talent, we must align employee development with global trends making it smarter, faster, and more relevant to both learners and organizational strategy



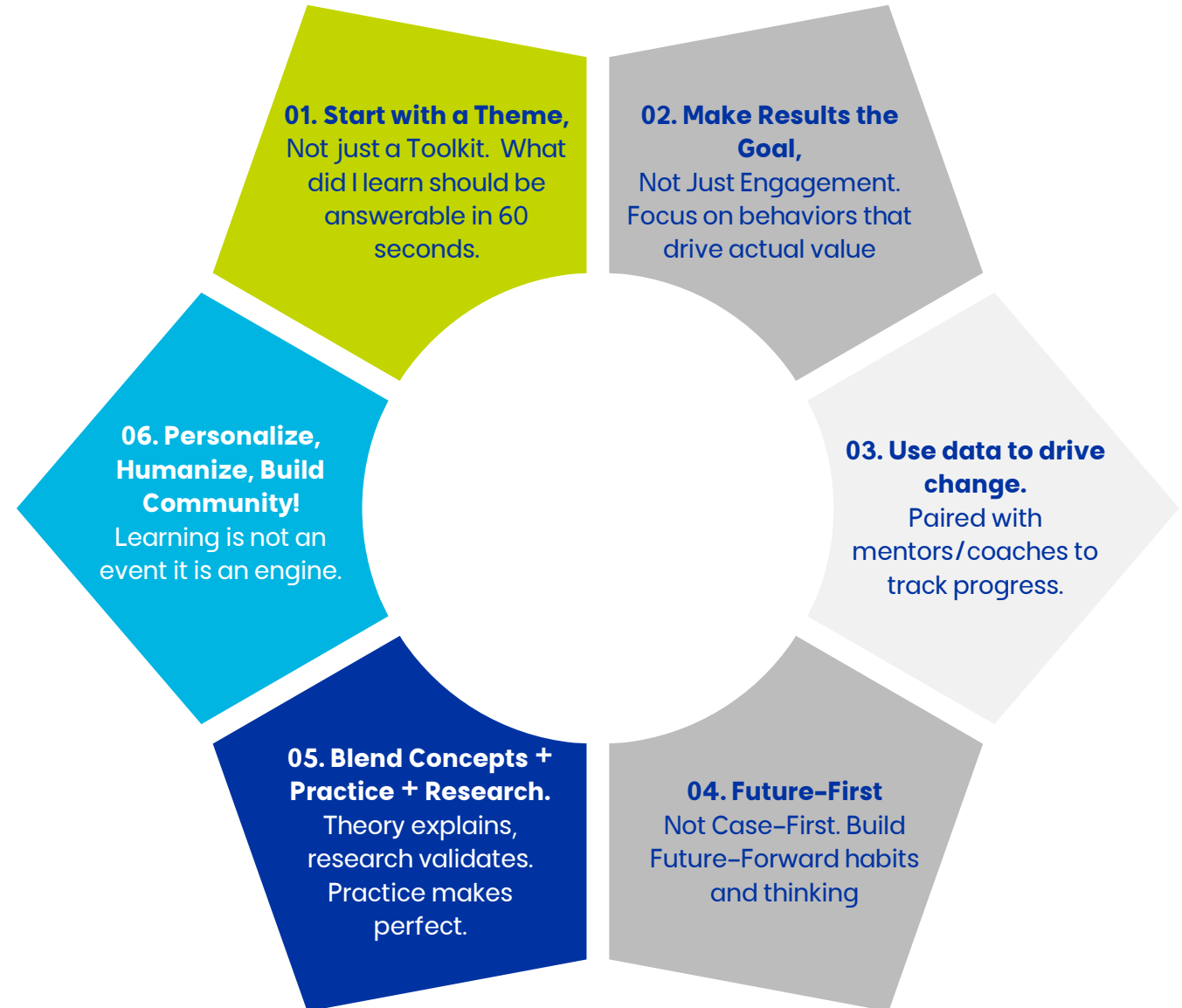
Learning that Creates Real Change (Dave Ulrich)



Not all learning creates change.

Learning should be about delivering value to the business, people and to the future.

Here are some tips from Dave Ulrich on how next-gen learning should be:



What Is Microlearning?



1

Short & Focused

Concise learning units delivered in brief, focused bursts. Information is concentrated and targeted.

2

Time-Efficient

Typically 3–10 minutes per module. Perfect for busy professionals with limited time.

3

Modern Approach

Optimized for today's workforce. Adapts to shorter attention spans and digital preferences.

Why Microlearning Matters in 2025



3
Min

Attention Break

Average employee interrupted every 3 minutes in the workplace

1%

Training Time

Only 1% of work week dedicated to formal learning activities

8
Sec

Attention Span

Digital era attention spans continue to shrink annually

Microlearning vs. Traditional Training



Microlearning

- **Flexible, self-paced modules**
- **Mobile-friendly formats**
- **Targeted skill acquisition**
- **Just-in-time delivery**

Traditional Training

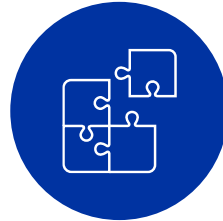
- **Lengthy workshops**
- **Scheduled sessions**
- **Higher cognitive load**
- **Limited accessibility**

Benefits of Microlearning



Benefit	Rationale
Higher engagement	Microlearning supports intrinsic motivation through autonomy, relevance, and choice
Better retention	Spaced repetition and focused content improve long-term memory and learning transfer
Increased application	Delivering learning in the flow of work improves transfer and just-in-time performance
Faster development & deployment	Modular content allows for rapid updates and business-aligned training rollouts
More efficient learning	Short lessons reduce cognitive load and increase knowledge focus, especially in mobile settings

How Microlearning Works



Break Down Content

Complex topics divided into small, digestible units focused on specific outcomes.



Diverse Delivery Methods

Content delivered via videos, quizzes, podcasts, and interactive scenarios.



Universal Access

Learning available anytime, anywhere on any device with internet connection.



01.

Videos & Tutorials

Brief demonstrations and explanations under 5 minutes

02.

Quizzes & Polls

Interactive assessments to reinforce knowledge with immediate feedback.

03.

E-games & Simulations

Interactive scenarios that simulate real-world situations and build practical skills.

04.

Infographics

Visual representations that quickly convey key information in an easily digestible format.

05.

Audio Learning

Short podcasts for on-the-go consumption during commutes.

Future Trends in Microlearning



AI-Driven Content

Intelligent systems recommend personalized learning based on performance data and career goals.



Advanced Gamification

Immersive learning experiences with points, badges, and competitive elements at scale.



Reskilling Focus

Rapid adaptation to changing job requirements through targeted microlearning sequences.

On mentimeter, write the name of 1 e-learning platform you used or still use.

Time: 5 mins



Mentimeter QR code



DAY 2

Employee Development & Performance Management

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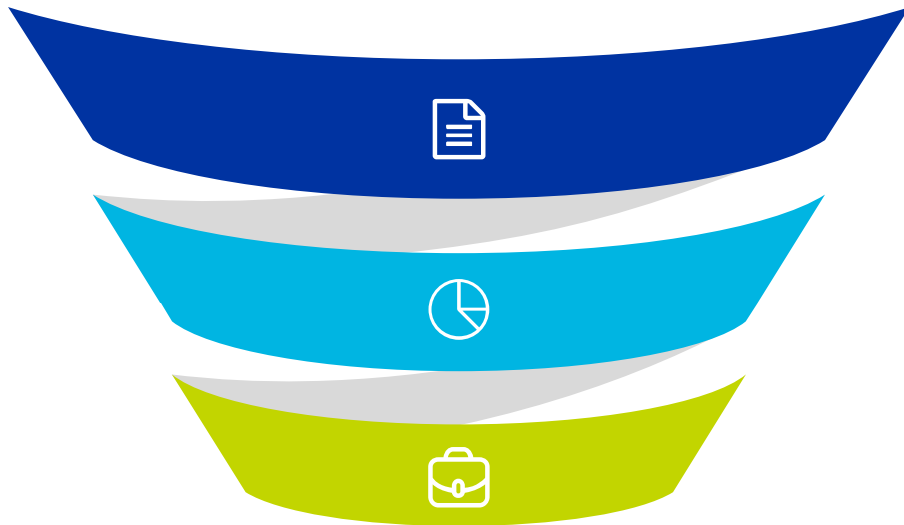
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TOPIC 4

Gamification and Continuous learning Models

Building a Continuous Learning Culture



Future-Ready Workforce

Employees continuously adapt to evolving business needs

Rapid Skill Development

Faster upskilling and reskilling through targeted learning

Agile Learning Systems

Flexible, engaging, results-driven training approach

Microlearning transforms training from an occasional event into an ongoing journey. HC leaders who embrace this approach will cultivate adaptable teams ready for whatever challenges tomorrow brings.



A design that places the most emphasis on human motivation in the process. In essence, it is Human-Focused Design (as opposed to <function-focused design>).



The craft of deriving all the fun and engaging elements found in games and applying them to real-world or productive activities' Yu-kai Chou, 2025

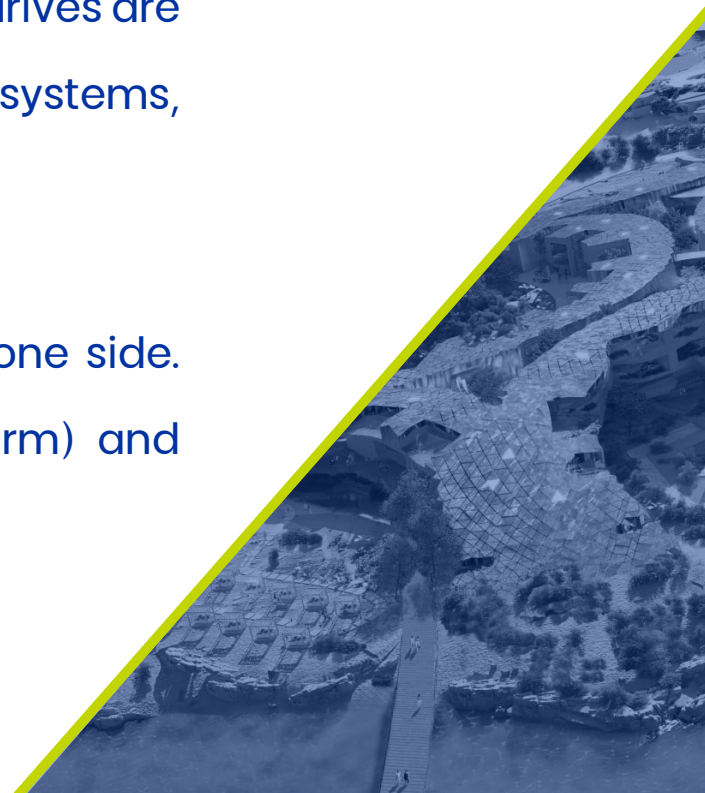
The Octalysis Framework



The Octalysis Framework, created by gamification expert Yu-kai Chou, is a human-centric gamification model.

It identifies eight core drives that motivate human behavior and engagement. These drives are used to design meaningful, motivating, and engaging experiences in training, apps, systems, and more.

The framework is visualized as an octagon, with each of the eight drives forming one side. Successful gamification balances multiple drives, especially the intrinsic (long-term) and extrinsic (short-term) motivators.

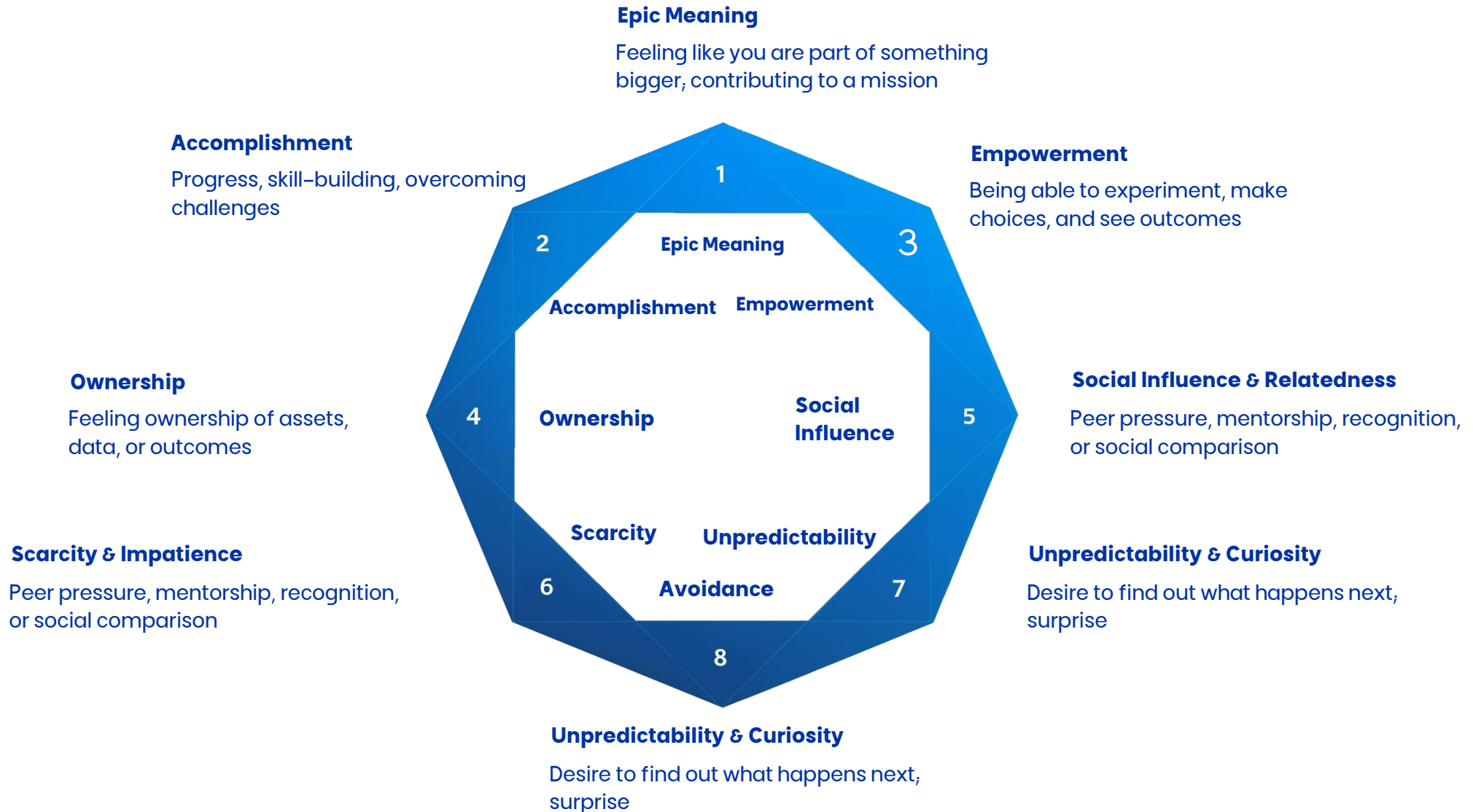


The Octalysis Framework



Force for Future
How can gamification transform digital learning to meet the needs of future-ready leaders?

The Octalysis Framework



Example: Facebook

Accomplishment:

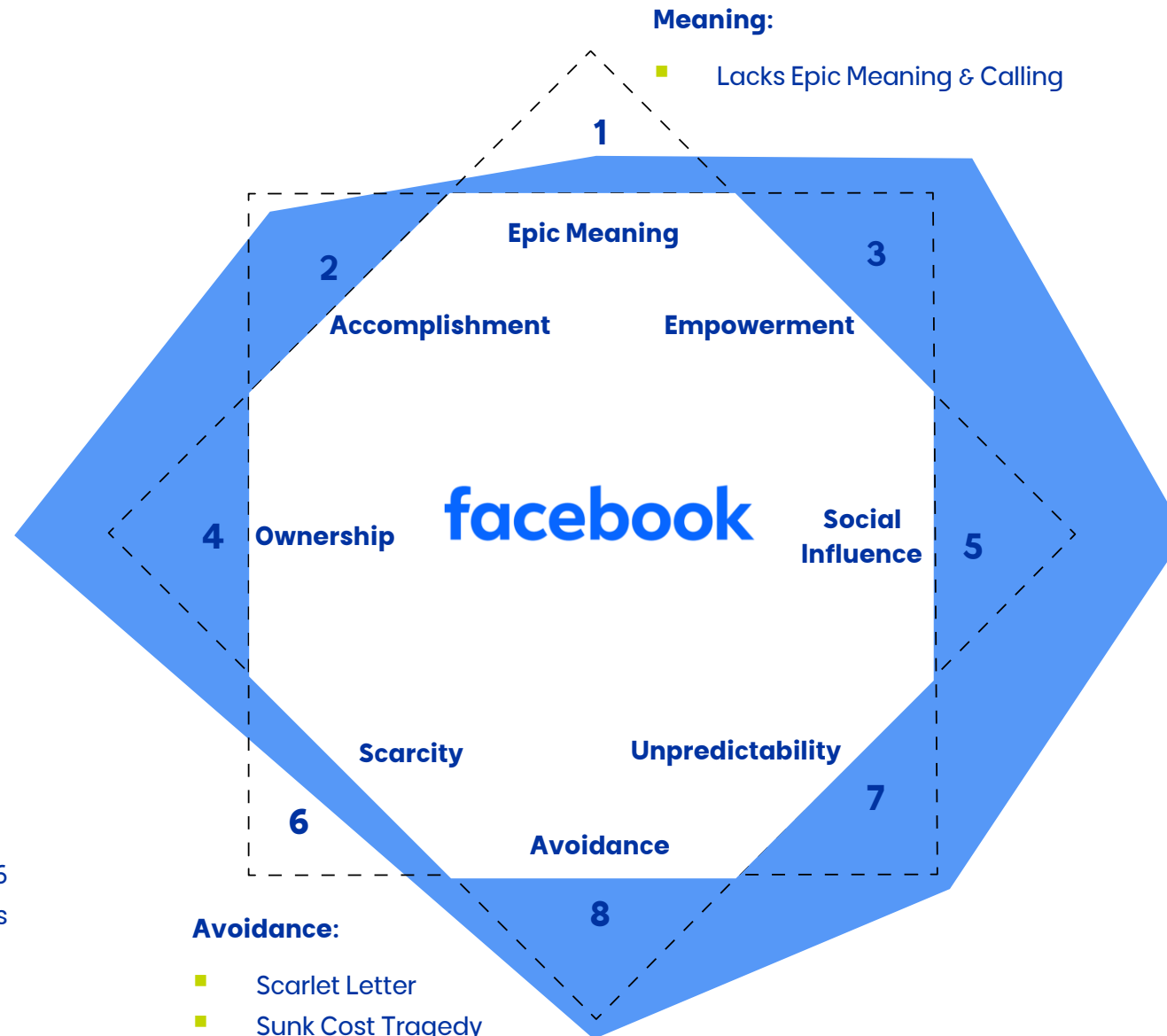
- Completed profile
- More Friends
- Increased likes and comment
- Aura Effect

Ownership:

- IKEA Effect
- Photos/Profiles
- Friends
- Memories
- Protector Quest
- Recruiter Burden
- Monitor Attachment

Scarcity:

- Inner Circle
- Note:** early FB has HIGH CD6 score with certain universities only



Why it works in HC and Learning



Encourages long-term engagement by going beyond points and badges

01

02

Balances intrinsic motivation (growth, mastery, meaning) with extrinsic rewards (prizes, recognition)

Helps HC and L&D teams design more emotionally engaging programs

04

03

Applicable in onboarding, compliance training, leadership development, and performance management



Objective:

Use the Octalysis Gamification Framework to design engaging strategies that support Vision 2030 priorities such as Saudization, youth development and digital transformation

Time: 30 mins

Presentation: 2 min per Team

Instructions:

- 1 Open the Padlet shared in chat
- 2 In your 5 breakout groups choose 1 HC challenge relevant to Vision 2030 (e.g. Saudization, youth development, hybrid retention, ...etc)
- 3 Brainstorm gamified solutions and post your ideas under each of the 8 Octalysis core drives.
- 4 Engage with others by commenting on at least one other group's idea.
- 5 Be ready to share your insights during the debrief



DAY 2

Employee Development & Performance Management

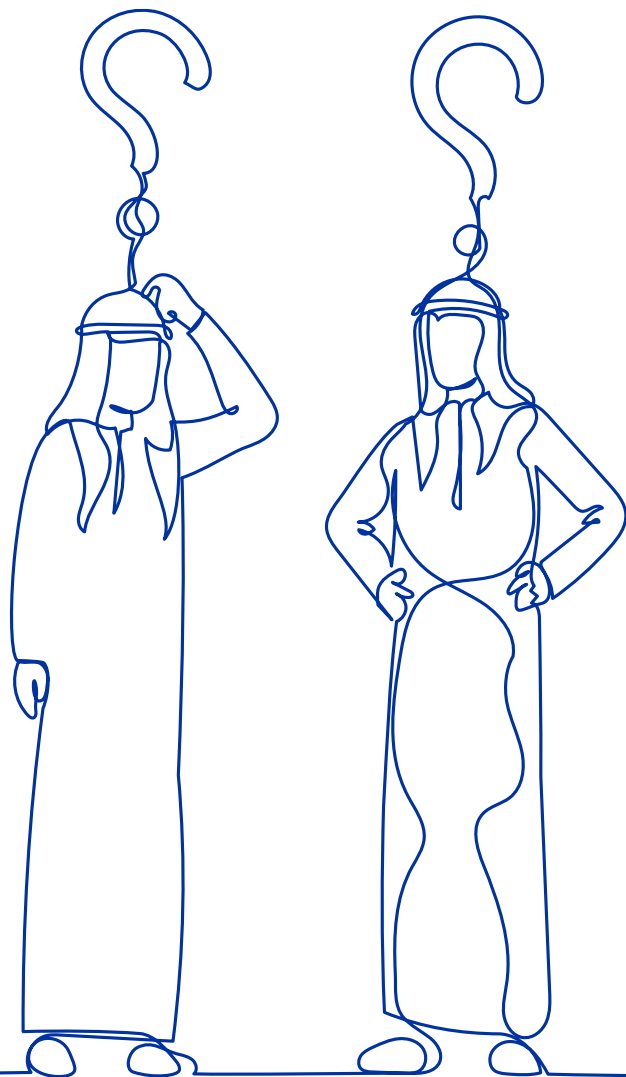
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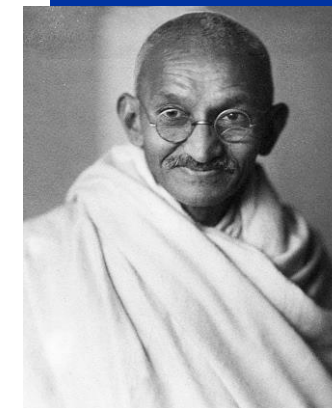


TOPIC 5

Leadership Development and Talent Pipelines



What can you do in your current role to be a People Leader and create more leaders in your organization?



“

A sign of a good leader is not how many followers you have, but how many leaders you create.

Mahatma Gandhi – Leader of the Indian Independence Movement and Father of the Nation

”



Let's Watch This
VIDEO CLIP



Skills Based Leadership development focuses on:



**Capabilities
not job titles**



**Unlocks hidden
potential across the
organization**

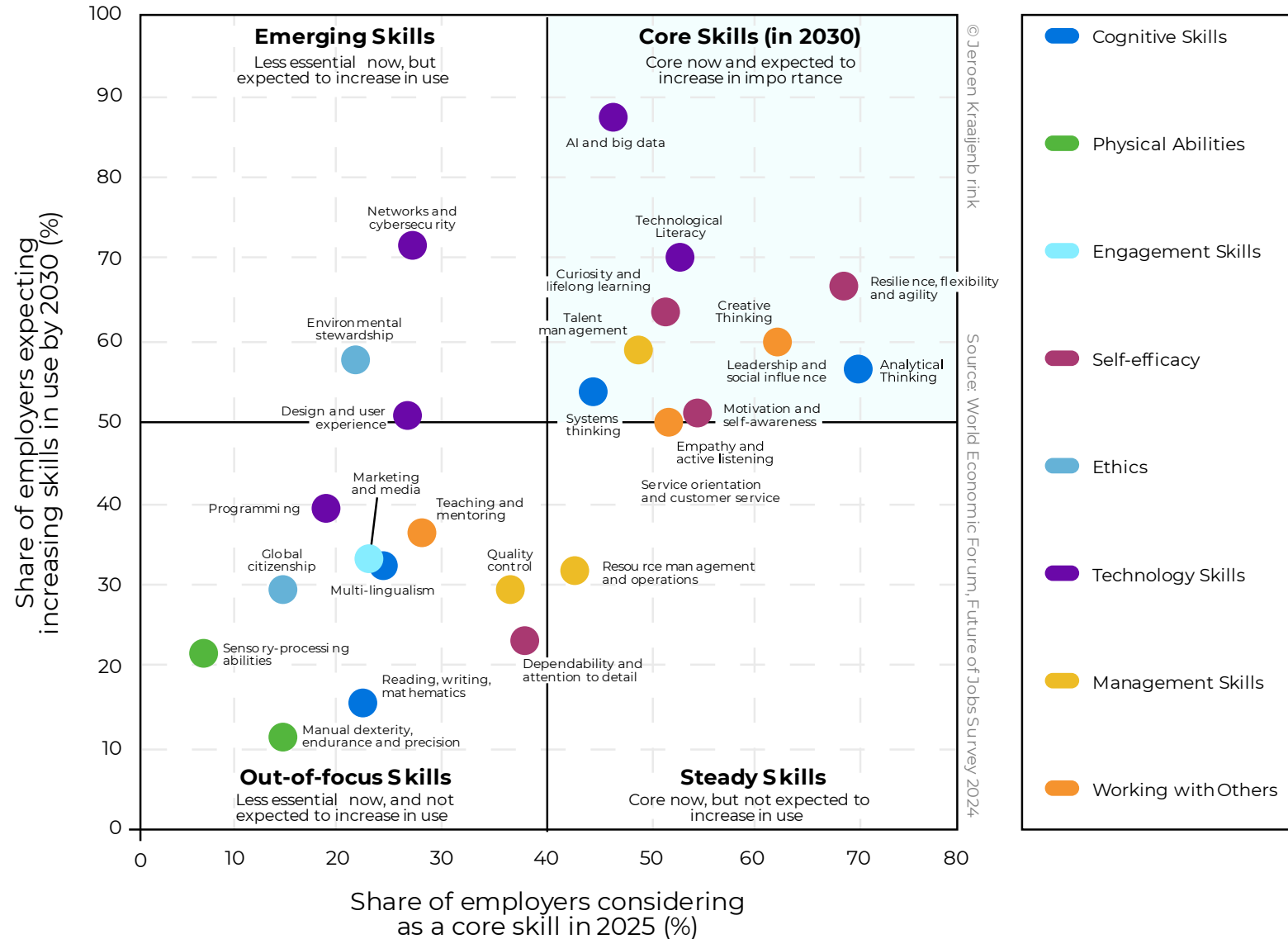


**Supports internal
mobility, inclusivity
and succession**



**Ensures alignment
with strategic goals
like Vision 20030**

WEF 2030 Top 10 Core Future Skills



WEF 2030 Top 10 Core Future Skills



1. Analytical Thinking

- Data Analyst
- Policy Advisor

2. Active Learning

- Learning & Development Specialist
- AI Trainer

3. Creativity and Originality

- Innovation Consultant
- UX Designer

4. Leadership and Social Influence

- Startup Founder
- Community Engagement Manager

5. Resilience and Flexibility

- Crisis Manager
- Freelance Consultant

6. Technology Use and Development

- Software Engineer
- Cybersecurity Specialist

7. Empathy and Emotional Intelligence

- Coach or Therapist
- People & Culture Manager

8. Systems Thinking

- Sustainability Officer
- Urban Planner

9. Service Orientation

- Customer Experience Specialist.
- Healthcare Professional (e.g., Nurse, Doctor)

10. Motivation and Self-Awareness

- Entrepreneur
- Performance Coach



Developing Leaders and their Future Skills supports 10X leaders in becoming

**Strategy
Shapers**

Who anticipate future needs

**Progress
Drivers**

Who equip teams with adaptable capabilities

**Principled
Leaders**

Who foster inclusive and ethical leadership



While future skills define what the workforce needs, strengths-based leadership helps us uncover how each individual can lead in their own way

From Skills to Strengths: Developing Leaders in the AI Era





“

What would happen if we studied what was right with people versus what's wrong with people?

Donald O. Clifton
Psychologist, Author, and Chairman of Gallup (known as the Father of Strengths-Based Psychology)

”



Start with Talent; Finish with Strength

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There is nothing wrong with being aware of your weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.

DISCUSSION



What would a strengths-based leadership culture look like in your team and how would that support Saudi's Vision 2030?



Leadership in the AI era: Then versus now

How Leadership has Evolved?



Traditional Leadership

- Top-down direction
- Focus on control and efficiency
- Leading through authority
- Followers executing orders
- Manual monitoring of performance

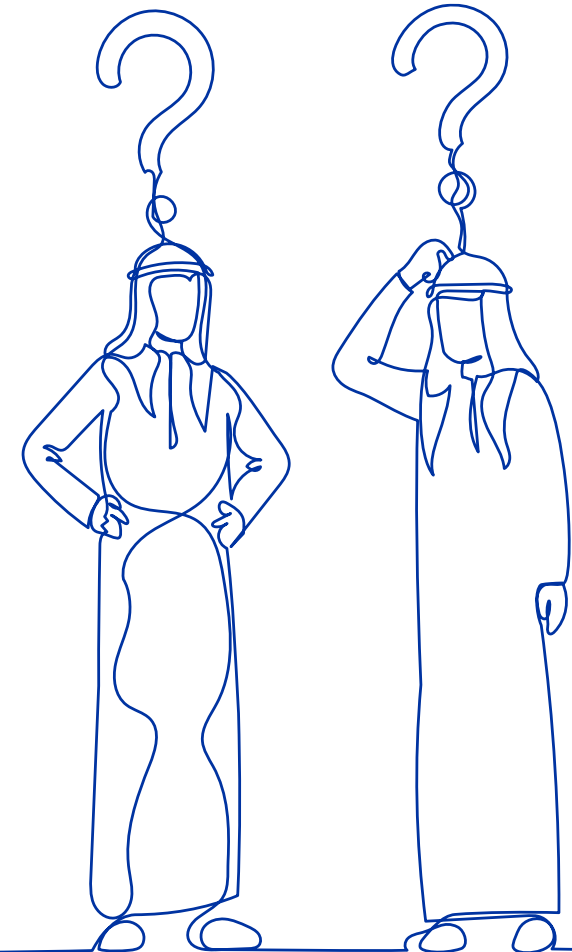
Leadership in the AI Era

- Empowering and enabling others
- Focus on learning, adaptability and trust
- Leading through influence and insight
- Leaders creating more leaders
- Data-informed coaching and growth

Adapted from Harvard Business Review and Deloitte Human Capital Trends, 2023



In an era where AI can automate knowledge, our true leadership value lies in empowering human capital





Artificial Intelligence (AI) is revolutionizing leadership development.

Benefits of AI in Leadership Development

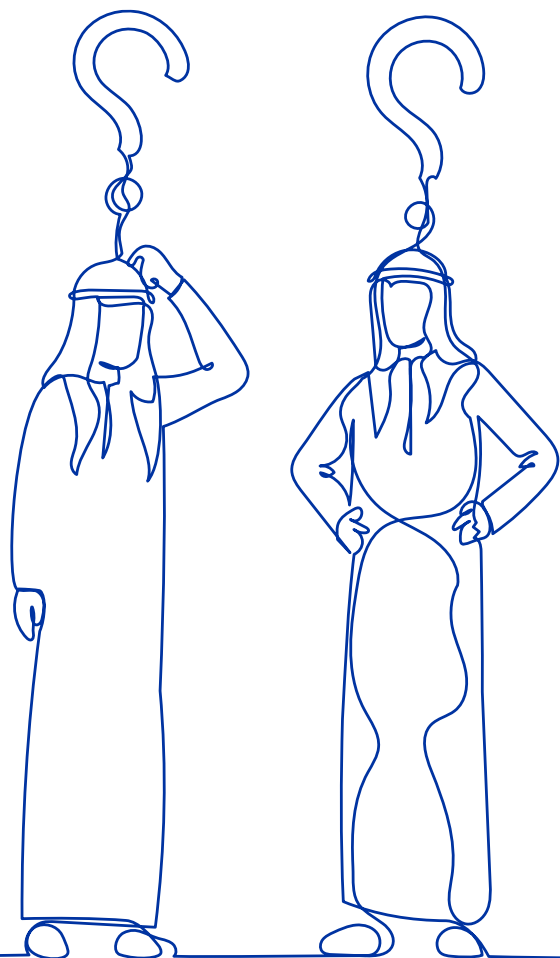
- Personalized Learning Paths
- Real-Time Feedback and Self-Awareness
- Identifying and Nurturing High-Potential Talent
- Enhancing Emotional Intelligence and Soft Skills
- Streamlining Efficiency and Reducing Costs

Challenges of AI in Leadership Development

- Preserving the Human Touch
- Data Privacy and Ethical Use
- AI Bias and Inclusivity
- Balancing AI with Mindfulness and Self-Reflection



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Being Human in your Leadership Superpower.

How can you strengthen your Human Superpowers?

Leadership Development at SABIC

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« People are at the heart of everything we do. Our success depends on empowering them to lead, innovate, and grow. » – **SABIC Leadership Statement**

See workbook page 40

01.

Strategic Talent Development

Launched SABIC Academy delivering 6000 leadership and skills courses across all business levels.

03.

Values-Based Leadership

Implemented the SABIC Leadership WAY (SLW) to promote talent championing, collaboration, innovation and excellence recognized by Gartner as a global best practice.

02.

Digital Learning at Scale

Introduced the Digital Learning Experience (DLE) campaign, training 11,400 employees through virtual classrooms.

04.

Empowering Women and Youth

SHE Network and the SABIC Young Leadership Council actively build inclusive leadership pipelines across Saudi and global operations.



Breakout Groups Discussion

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Time: 15 mins

If you were designing a future leadership development model for your organization, what is one non-negotiable principle you would include and why?



« Leadership is not a role—it's a responsibility to build trust, inspire others, and shape the future. »

Aramco Leadership Development Framework



15:00

Start Stop Reset mins: 15 secs: 0 type: None ▾

 Breaktime for PowerPoint by Flow Simulation Ltd.

Show Settings

TIME FOR A QUICK
BREAK

Pitch: Shaping the Future of Employee Development for Vision 2030

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Time: 40 mins

See workbook page 43

Objective:

Your team must pitch a future-focused employee and leadership development strategy to a panel of decision-makers (your peers and facilitator)

Pitch Topic:

In the Age of AI, Human Development is National Development



01

In your teams you must Develop a compelling and creative strategy for developing future-ready talent that supports:

- National priorities (e.g., Vision 2030)
- The age of AI and digital transformation
- Employee performance, retention, and leadership growth

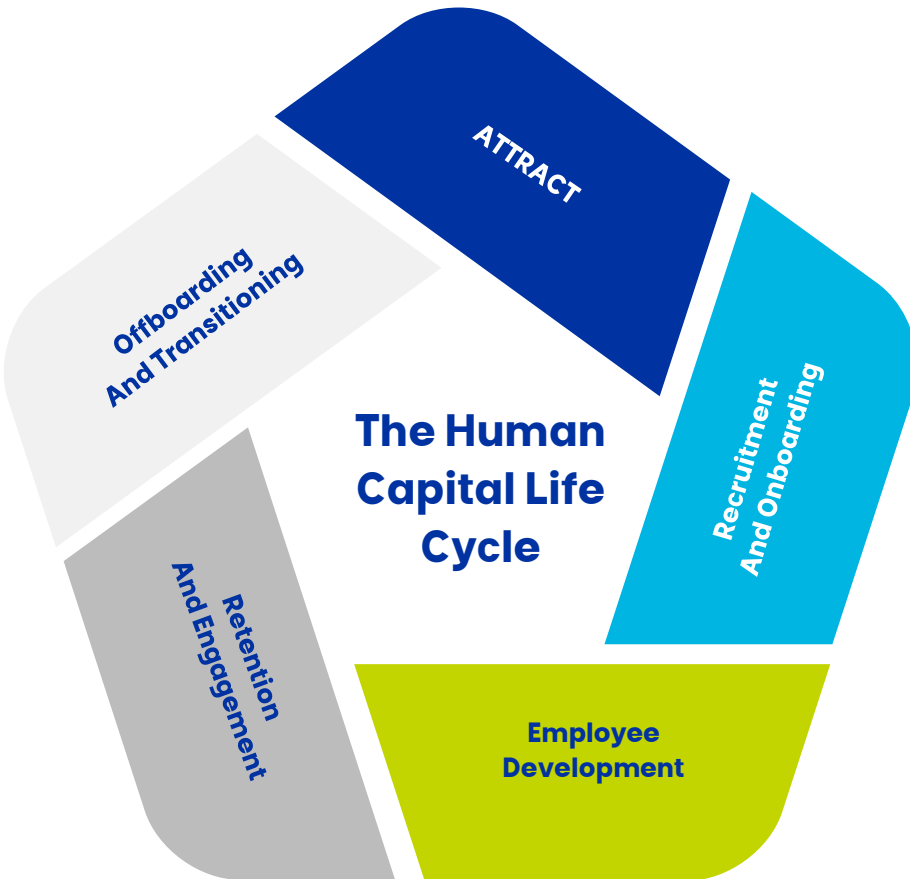
02

Prepare a 2 min pitch outlining your strategy

03

Your Pitch Should Address:

- What is your development strategy, and why does it matter?
- How does it build future-ready talent?
- How does it support Saudi Vision 2030?



- Benefit of Microlearning**
- Higher engagement
 - Better retention
 - Increased application
 - Faster development & deployment
 - More efficient learning

The Octalysis Framework





Be a constant learner



What is 1 idea, strategy or insight you have learned from a fellow 10X Leader today that you plan to apply in your own HC practice?



RECAP | Review – Would you Rather...

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1	2
Manage performance using only traditional appraisals	Adopt an AI tool that recommends personalized feedback in real time
Work fully remotely with complete flexibility	Go hybrid with 3 in-office days but enhanced career visibility
Lead a team that is fully engaged but under skilled	Lead a team that is highly skilled but only moderately motivated
Complete training via weekly microlearning bursts	Attend one intensive in-person session every quarter
Introduce a new HC Tech tool every 6 months	Fully master and integrate one over 2 years
Implement a results only work environment	Implement a structured hybrid schedule for all employees
Design development programs based on manager feedback	Design developments based on AI talent analytics
Have your remote work monitored by AI productivity tools	Rely solely on weekly manager check-ins
Build internal talent through reskilling	Recruit new external high-performers

WORKBOOK



Day 2 Personal Reflection

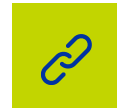
Instructions:



Please take time today to complete the reflection questions in your Day 2 Workbook page 45.



Capture your top 3 takeaways



Link your learning to the 10X Leaders Competencies



Make one leadership promise to yourself

This reflection will deepen your insights and prepare you for the next session.



Q & A



WHAT'S NEXT?



Day 3

- Building High Performance Teams in SMEs
- Psychological Safety
- Employee Engagement



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Thank You

