

# Saudi Aramcos Leadership Development Transformation

Saudi Aramco Leadership Development and Succession PlanningLeadership Development TransformationLeadership Development in Saudi ArabiaOrganizational Climate of Saudi Aramco's Academic and Job Skills Training CentersDemocracy in ManagementCrossing the KingdomSaudi Aramco and Its PeopleOAPECSaudi Aramco Journal of TechnologyForeign Oil and the Free WorldLeadersTraining and Development JournalHuman Resources Development in Saudi ArabiaComputerworldPeople ManagementInternational OilmanGeoArabiaAnnual ReportThe Oil ForumCorporation Annual Reports to Shareholders Suleman Amer Al-Bargan Fahad F.H. Alanazi Ahmad A. Ajarimah Arghya Ray Loring M. Danforth Thomas A. Pledge Leonard M. Fanning Joy Winkie Viola Standard Oil Company of California

Saudi Aramco Leadership Development and Succession Planning Leadership Development Transformation Leadership Development in Saudi Arabia Organizational Climate of Saudi Aramco's Academic and Job Skills Training Centers Democracy in Management Crossing the Kingdom Saudi Aramco and Its People OAPEC Saudi Aramco Journal of Technology Foreign Oil and the Free World Leaders Training and Development Journal Human Resources Development in Saudi Arabia Computerworld People Management International Oilman GeoArabia Annual Report The Oil Forum Corporation Annual Reports to Shareholders *Suleman Amer Al-Bargan Fahad F.H. Alanazi Ahmad A. Ajarimah Arghya Ray Loring M. Danforth Thomas A. Pledge Leonard M. Fanning Joy Winkie Viola Standard Oil Company of California*

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 offers a comprehensive examination of the role of leadership development in expanding capabilities for

national economic development accelerating realization of the ambitious goals of vision 2030 the country's blueprint for socioeconomic transformation based on nine case studies of leading saudi companies this book explores how and why firms invest in leadership development and assesses its current state in saudi arabia it provides insights into both organizational talent building and the country's journey toward economic diversification the book stands out as one of the first contextually rich in depth studies of leadership development in a non western context particularly within the ambitious framework of saudi arabia's vision 2030 through interviews with senior executives and leadership professionals the book provides actionable recommendations for improving leadership development practices readers will benefit from detailed case studies and empirical data that highlight how leadership programs can drive business growth and national economic progress it is essential reading for academics leadership development professionals policymakers and business leaders interested in understanding how leadership development supports economic growth in saudi arabia and how it might play an even bigger role in the future it proposes developing fresh approaches to widening the pool of leadership talent building on the distinctive strengths of islamic leadership practices

scientific essay from the year 2011 in the subject business economics business management corporate governance language english abstract this paper aims to focus on wider usage of some predominantly political terms like democracy voting expansionism gender equality etc in relation to democracy in management it also seeks to introduce relatively or altogether new terms like quasi command and control framework left wing management and management left along with six points of corporate democracy provided by gratton 2004 the paper seeks to append seven more points to elucidate the broader concept of the same

for many people the kingdom of saudi arabia evokes images of deserts camels and oil along with rich sheikh in white robes oppressed women in black veils and terrorists but when loring danforth traveled through the country in 2012 he found a world much more complex and inspiring than he could have ever imagined with vivid descriptions and moving personal narratives danforth takes us across the kingdom from the headquarters of saudi aramco the country's national oil company on the persian gulf to the centuries old city of jeddah on the red sea coast with its population of undocumented immigrants from all over the muslim world he presents detailed portraits of a young woman jailed for protesting the ban on women driving a sufi scholar encouraging muslims and christians to struggle together with love to know god and an artist citing the quran and using metal gears and chains to celebrate the diversity of the pilgrims who come to mecca crossing the kingdom paints a lucid portrait of contemporary saudi culture and the lives of individuals who like us all grapple with modernity at the dawn of the twenty first century

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