

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Continuous Employee Development & Empowerment

Code	City	hotel	Start	End	price	Language - Hours
HT-477SA	Al Baha	Hotel Meeting	2027-04-04	2027-04-08	10950 SR	En - 25

Why Choose this Course?

This course will introduce participants to the important areas of Continuous Employee Development & Empowerment. Continuous Employee Development utilises a wide variety of methods, including individual career planning, classroom training; distance learning; mentoring; coaching; talent management and participation in learning seminars.

Continuous Employee Development & Empowerment is a management practice of sharing information, rewards, and power with employees so that they can take initiative and make decisions to solve problems and improve service and performance.

This course will feature:

- Understand the importance of empowerment
- What is meant by the terms ‘coaching’, ‘training’, ‘learning’ & ’mentoring’ and how they differ
- Learn practical motivational workplace coaching techniques
- Practical skills for career development
- Develop a continuous development culture

What are the Goals?

By the end of this course, delegates will be able to:

- Examine a variety of techniques and methodologies for continuous employee development
- Understand the concepts of empowerment
- Discuss the case for empowerment in your organisation
- Utilise motivational coaching techniques
- Develop practical mentoring skills

Who is this course for?

This course would suit anyone who is interested in continuous employee development & empowerment. It is suitable to a wide range of professionals but it will greatly benefit:

- Human Resource Professionals
- Managers and Leaders who want to empower there teams
- HR Business Partners
- Learning & development professionals
- Personnel and administration staff
- Talent management staff & practitioners
- Anyone involved in coaching or mentoring
- Nationalisation personnel
- Mangers and team leaders involved in staff development

How will this be Presented?

This Programme will be presented in a with a very interactive presentation style. Individual and group activities, will intersperse the sessions. DVD and case studies will highlight the major teaching features. Role-Play and feedback will also be utilised to ensure goals are achieved.

The Course Content

Day One

The Learning Organisation & Individual Learning Strategies

- What is learning?
- Creating a learning organisation
- Learning Strategies for Creating a Continuous Learning Environment
- Individual Development Plans
- The importance of learning styles
- Individual SWOT plans – practical exercise

Day Two

Employee Empowerment

- Principles of employee empowerment
- Benefits of employee empowerment
- Empowering employees with transformational leadership
- Cultural influences and constraints on empowerment
- Communication systems to promote empowerment
- Empowerment case study

Day Three

Coaching for Development

- Coaching as a development tool
- Distinguishing between coaching and other interventions

- Key Coaching Skills
- The Coaching Cycle
- Skills for Motivational Coaching
- Plan and run a coaching session

Day Four

Mentoring Programmes & Talent Management

- Ground rules for a mentoring relationship
- Most commonly used techniques among mentors
- Mentoring relationships: formal and informal
- Introduction to talent management
- Talent management systems
- Differentiating succession management & talent management

Day Five

Putting it All Together

- Develop a continuous development culture
- Identifying the ‘disempowered’ workforce
- Arguing the case for empowerment in your organisation
- Becoming a learning organisation
- Personal action planning
- Certificate presentation and course evaluation

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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