

SAUDI ARAMCO LEADERSHIP DEVELOPMENT PLAN

Case Study
presentation

Saudi Aramco Leadership Development Transformation Pdf

**JoAnn Danelo Barbour, Gill Robinson
Hickman**



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Handbook of Research on Business and Technology Incubation and Acceleration Sarfraz A. Mian, Magnus Klofsten, Wadid Lamine, 2021-03-26 This pioneering work explores both the theory and practice of business and technology incubation over the past six decades as an approach to new venture creation and development With a global scope the Handbook examines key concepts models and mechanisms providing a research based analytical foundation from which to understand the emerging role of modern incubation tools in building entrepreneurship ecosystems for promoting targeted economic development

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 Fahad F.H. Alanazi, Charles Harvey, Tom McGovern, Mairi Maclean, 2025-06-30 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

Saudi Aramco Leadership Development and Succession Planning Suleman Amer Al-Bargan, 2002 *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

Saudi Aramco and Its People Thomas A. Pledge,1998

Saudi Aramco 2001 Saudi Aramco, Against All Odds: the Successful Leadership Journey of a Saudi Woman in a Male-dominated STEM Corporation Maha Aldaajani,2023 Huda Al Ghoson became the first Saudi woman in an executive leadership position at Saudi Aramco defying gender discrimination in a male dominated corporate This dissertation examined Al Ghoson s groundbreaking journey and its implications for Saudi women addressing the scarcity of information on successful Saudi female leaders strategies and experiences The literature review explored gender related theories Transformational leadership theory and Full Range leadership theory A qualitative exploratory single case study design was employed with Huda Al Ghoson as the focal point The research questions were a as a Saudi woman in a top leadership role how does Al Ghoson perceive her ascension to leadership in a male dominated corporation b as a Saudi woman in a high rank leadership role what perceived challenges did Al Ghoson encounter while climbing the leadership ladder in a male dominated

corporation c how do Al Ghoson and her former colleagues and co workers perceive her leadership style and d as a Saudi woman in a top leadership role what strategies or actions does Al Ghoson perceive as effective in acquiring leadership positions in a male dominated business Data collection methods included semi structured interviews Multifactor Leadership Questionnaire MLQ assessments and artifacts Qualitative thematic analysis revealed 10 primary themes a Al Ghoson s own definition of success b her self discovery journey of leadership c her late mother was her mentor and role model d her core challenge was the ingrained gender discrimination w within Saudi culture e unconscious bias and sexism in the workplace f lack of organizational resources g she is perceived as a Transformational leader h her advice for female leaders i her recommendations for organizations and j belief in Saudi Vision 2030 s effectiveness for female leaders The study revealed cultural change within Saudi Arabia highlighting Al Ghoson s challenges and impact on the Saudi workforce s future vision Recommendations emphasized personal development and organizational support for Saudi female leaders providing guidance for aspiring women and organizations committed to promoting gender equity Future research should investigate multiple case studies consider social and cultural factors assess Saudi Vision 2030 and leadership development programs and examine the influence of family social networks and cultural norms on women s career aspirations **Strategic Leadership**

Development Abel Amy Lui, Rebecca L. Ray, Ric Roi, Sherlin Nair, Yolanda Lannquist, Conference Board, 2013 This report which looks at current global practices in leadership development and analyzes the different approaches regionally can help organizations implement leadership development initiatives that transform their leaders and yield maximum results

Exploring Transformational Leadership Sarah E. Jolley, 2015 While leadership development programs have a variety of intended outcomes personal transformation is a common outcome across most of these programs The purpose of this phenomenological study was to explore the process of transformation through a leadership development experience and describe what transformation looks like for individuals who experience it and identify what elements of the leadership development experience contribute to that transformation In depth interviews with ten individuals revealed nine key themes in the transformation process multiple experiences quality of the experience influence of curriculum and methodology application of learning experience of emotion challenge and support from others communication with others recognition of self and others and transformation of self and purpose This qualitative study also sought to examine how a leadership development experience can contribute to an individual s motivation and ability to exercise leadership that is transformational and for the common good These findings suggest that for a leadership development experience to do that the experience should focus on purpose leadership for a purpose that is bigger than any individual s or group s self interest progress making progress on issues as opposed to solving or fixing them which may be nearly impossible for some intractable community issues people individuals need others to provide sufficient challenge and adequate support both during and following their leadership development experience if transformation is to occur and practice individuals need opportunities to

practice applying what they learn in a safe environment and the leadership development classroom can serve as an appropriate environment in which that practice can take place

Strategic Leadership Development Abel Amy Lui, Rebecca L. Ray, Ric Roi, Sherlin Nair, Yolanda Lannquist, Conference Board, 2013 This report which looks at current global practices in leadership development and analyzes the different approaches regionally can help organizations implement leadership development initiatives that transform their leaders and yield maximum results

Leadership and employee performance in the petroleum industry of Saudi Arabia Muhammad Sajid Saeed, 2016-04-22 Scientific Study from the year 2015 in the subject Business economics Business Management Corporate Governance language English abstract This research will focus on a critical assessment of leadership and employee performance in oil and gas sector of Saudi Arabia by taking into account three top petroleum companies To achieve this aim the following list of objectives are formed To evaluate the link between employee performance and leadership in selected organisations To discover how leadership patterns affect employees performance To explore the impact of leadership style on employees productivity To investigate the factors affecting the performance of employees in selected organisation Saudi Arabia as a nation is presently facing a quick increase in the number of entrepreneurs who establish businesses related to wholesales maintenance and production industries in local areas These businesses are increasing the expectations and interactions between the entrepreneur and employees on a daily basis Due to this fact the study will be of a huge importance in a number of ways 1 It will help expose the relationship between organisational performance and leadership and how leadership techniques could be useful for petroleum industries to manage the environmental influences and differences 2 It will be useful for students of business administration who may become entrepreneurs managers and leaders in the future 3 The study will also help the leaders and the managements of the petroleum industry become aware of the factors that really motivate their workers in high and low productivity in their work Similarly it is expected that when the implications are prepared and applied between employees and leaders in the organisation it would enhance improvement and co operation in individual s performance and would also increase the interpersonal relationship and high productivity significantly Other organisational issues such as aggression fixation stress regression and friction between leaders and employees would also be reduced

Saudi Aramco 2030 Mohamed A. Ramady, 2017-10-30 This book discusses the strategic shift in ownership of Aramco the Saudi Arabian Oil Company and its potential impact on Aramco s role in a post privatized world Scheduled to become an IPO in 2018 Aramco is on the verge of becoming the largest IPO on the market As the world s largest oil and gas company Aramco s impending privatization has important implications for the world s petroleum market This book therefore undertakes an analysis of Aramco examining its history its current role in Saudi Arabia s economy and its future role as an IPO The chapters highlight the likely outcomes for Aramco in proceeding with its planned IPO and privatization as well as the various policy options and models available to it by drawing on the privatization of other national oil companies in Norway Russia Brazil and China The book also explores the

complexities that will be involved in transforming Saudi Aramco to a privatized company albeit with significant government oversight and control and addresses key questions on the issues likely to be faced such as IPO pricing the listing domain and market capacity and potential stakeholders As such this book will be of interest to academic researchers studying energy economics energy policy and the political economy of the Middle East as well as private sector decision makers in energy related fields international organizations international oil companies energy commodity traders and public sector energy policy makers with interest in Saudi Arabia and Aramco s IPO **Applied Leadership Development** Al Bolea,2014

Global Leadership and Leadership Development Aleksandra Burgiel,Troy B. Wiwczarowski,2020 **Leadership for Transformation** JoAnn Danelo Barbour,Gill Robinson Hickman,2011

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