



السعودية لتنمية الكفاءات البشرية
SAUDI HUMAN RESOURCES DEVELOPMENT

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Introducing Saudi HRD's new training methodology



STEP 1

Pre-assessment

STEP 2

Customized Training & Delivery

STEP 3

Post-assessment

Saudi HRD helps clients reach a sound training strategy by following a customized approach which includes:

- Pre - assessment of training needs for the concerned department / participants on the topic to be trained using our top of the line tools
- Customizing the training material based on the client's needs as per the pre-assessment results and delivery of the program
- Post training assessment to make sure that the gaps have been achieved through the training program

Pre - Assessment

We start with assessing those who will be attending the training program using our newly developed online pre-assessment tool

- Choice of over 35 competencies
- Pick and choose which competency you want assessed
- Reports which outline the strengths and weaknesses in each competency
- Customized reports to show the development areas needed for each employee

Customized Training

Based on the results of the pre-assessment:

- Saudi HRD consultants will tailor and customize the training material to suit the client's needs
- This will include focusing on the participants' main development areas
- Customizing case studies to develop those competencies
- Give real life / business related examples
- Allow one-to-one time between the trainer and the participant to discuss specific development areas
- Spend time on experiential learning via games & simulations, group activities and assessments
- Run the training program

Post - Assessment

Once the training program is completed and the participants are back at their jobs, we conduct a post assessment:

- After approximately 1 month of completing the training program, a post assessment exercise takes place to see whether the competencies have developed
- The participants will be subjected to a group exercise which will measure the extent of change in the desired competency or a post-assessment tool
- A formal coaching session could also be an option for clients who would like to further develop behaviors of some of the participants