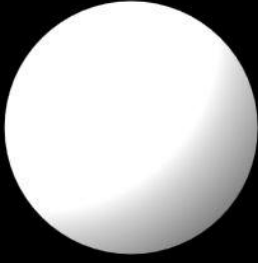




Human Capability Initiative
مبادرة القدرات البشرية



Human Capability Initiative (HCI)

28-29 FEBRUARY 2024

King Abdulaziz International Conference Center,
Riyadh, Saudi Arabia.



برنامج تنمية
القدرات البشرية
Human Capability
Development Program



رؤية
2030
الهيئة العامة
KINGDOM OF SAUDI ARABIA

Program, speakers and timings are subject to change.

#FutureReadiness Arena

The primary area where keynote speakers, panel discussions and major presentations occur.

It is the central live content platform and focal point of the two days, covering the three themes of HCI 2024 – unleashing our potential, catalyzing international collaboration and maximizing resilience.

#FutureReadiness Arena

Day 1 – Wednesday, 28 February 2024

09:30-09:40	Opening of the Human Capability Initiative
09:40-09:50	<p>Ministerial Keynote Human Capability – Becoming #FutureReady</p> <p>Welcome to the inaugural edition of the Human Capability Initiative, to include a special announcement.</p> <ul style="list-style-type: none"> • <i>H.E. Yousef Abdullah AlBenyan, Minister of Education & Chairman of the Executive Committee, Human Capability Development Program (HCDP), Saudi Arabia</i>
09:50-09:55	<p>Special Announcement</p> <p>A special announcement on the occasion of the inaugural Human Capability Initiative.</p>
09:55-10:00	<p>The World is Changing, How Can we Change with It?</p> <ul style="list-style-type: none"> • <i>Special Announcement and Guest Speaker</i>
10:00-10:25	<p>Going Far, Going Together – The Critical Role of Collaboration</p> <p>Creating a fairer world, and a future-ready one, requires targeted, if not urgent, investment in human capital. Statistics show that 1.1 billion jobs are undergoing radical technology-driven transformation in the next decade, necessitating amplified and future-fit education, skills, and economic opportunities. How do multilateral organizations and key stakeholders work together to accelerate potential, enhance human capability to allow humans to thrive?</p> <ul style="list-style-type: none"> • <i>Ben Thompson, United Kingdom (Moderator)</i> • <i>Ambassador Haifa AlJedea, Permanent Representative of the Kingdom of Saudi Arabia to the European Union</i> • <i>Professor Soumitra Dutta, Dean, Saïd Business School, University of Oxford, United Kingdom</i> • <i>Dr. Kai Roemmelt, CEO, Udacity, United States</i> • <i>Dr. Fadia Saadah, Regional Director – Human Development, MENA, The World Bank, United States</i> • <i>Saadia Zahidi, Managing Director, World Economic Forum, Switzerland</i>
10:25-10:35	<p>The Politics of Time - Work in the Age of Uncertainty</p> <p>New insights from one of the world's leading labor market economists</p> <ul style="list-style-type: none"> • <i>Dr. Guy Standing, Author and Labor Economist, SOAS, University of London, United Kingdom</i>
10:35-11:00	<p>How the Latest Global Labor Market Trends Are (Re)Shaping The World Of Work</p> <p>This macroeconomic insights session looks at global labor market trends and the key contextual elements shaping the changing world of work, including technological progress, globalization, and aging populations as well as the critical role of inclusion.</p> <ul style="list-style-type: none"> • <i>Edie Lush, United Kingdom (Moderator)</i> • <i>Hon. Florence Bore, Cabinet Secretary, Ministry of Labour and Social Protection, Kenya</i> • <i>Faisal AlSuwailem, EVP, Corporate Human Resources, SABIC, Saudi Arabia</i> • <i>Peter Cheese, CEO, CIPD, United Kingdom</i> • <i>Dr. Guy Standing, Author and Labor Economist, SOAS, University of London, United Kingdom</i>
11:00-11:20	<p>Ministerial Keynote</p> <ul style="list-style-type: none"> • <i>H.R.H. Prince Abdulaziz bin Salman AlSaud, Minister of Energy, Saudi Arabia</i>
11:20-11:25	<p>Special Announcement</p> <p>A special announcement to mark the occasion of the Human Capability Initiative.</p>
11:25-11:35	<p>Ministerial Keynote Enhancing Human Capability in the Industrial Sphere</p> <ul style="list-style-type: none"> • <i>H.E. Bandar bin Ibrahim AlKhorayef, Minister of Industry and Mineral Resources, Saudi Arabia</i>

#FutureReadiness Arena

Day 1 – Wednesday, 28 February 2024

11:35-11:40

Special Announcement

A special announcement to mark the occasion of the Human Capability Initiative.

11:40-12:05

Building Resilience – What Does it Take?

Building resilience, whether at the individual or institutional or governmental level is critical to mitigate risk and engender long term success. This session explores the essential elements of resilience.

- *Soulaima Gourani, Co-Founder & CEO, Happioh Software, United States (Moderator)*
- *Gregory C. Case, CEO, Aon, United States*
- *Professor Naoko Ishii, EVP & Director – Center for Global Commons, The University of Tokyo, Japan*

12:05-12:15

Ministerial Keynote

Bridging the Global Skills Gap – From Flat World Competition to Workforce Development Strategies

Imagine a world where borders fade for talent, and the competition for skilled professionals burns bright. This is the reality of our "Flat World" – a landscape where nations scramble to cultivate homegrown workforces that can compete on a global stage. Join us in this interactive session as we explore the strategies behind bridging the global skills gap and empowering your nation's workforce. How can we unravel the supply and demand puzzle, move beyond education and sharpen our edges with sector-specific skills as well as harness the power of modern technology?

- *H.E. Eng. Ahmed bin Sulaiman bin Abdulaziz AlRajhi, Minister of Human Resources and Social Development, Saudi Arabia*

12:15-13:00 LUNCH IN HCI HUB

13:00-13:15

Shaping Places, Shaping our Future to Attract Talent and Foster Innovation

With its dynamic population of over 7 million, Riyadh is a city full of energy and opportunity. Its ongoing transformation as a hub that attracts talent and entrepreneurship is making it a place where things are happening. By 2045, the world's urban population will increase by 1.5 times to 6 billion, with over 50% of the world's population already living in urban areas, so what is the next step of the Riyadh story?

- *Becky Anderson, Anchor – Connect the World, CNN Abu Dhabi (Moderator)*
- *H.H. Prince Dr. Faisal bin Abdulaziz bin Ayyaf, Mayor of Riyadh Region, Saudi Arabia*

13:15-13:45

Humanity – Its Own Greatest Resource?

Imagining a future in which every human is able to set free their full capabilities, unrestricted by barriers, supported and lifted by strong ecosystems – what mindset and tools are needed to face the future head on?

- *Edie Lush, United Kingdom (Moderator)*
- *H.E. Prof. Einas S. AlEisa, President, Princess Nourah bint Abdulrahman University, Saudi Arabia*
- *Dr. Mehmood Khan, CEO, Hevolution Foundation, Saudi Arabia*
- *Greg Mauro, Founding Partner, Learn Capital, United States*
- *Justina Nixon-Saintil, Chief Impact Officer, IBM, United States*
- *Amit Sevak, CEO, ETS, United States*

13:45-13:55

What If we Could Create Unstoppable Global Citizens?

How can we create a global community that is able to shape the next generation of leaders, entrepreneurs and changemakers? What role can, and must education and learning play? What if we could build pride in skills, competencies and never stop learning?

- *Ben Nelson, Founder and CEO, Minerva Project & Founder and Chancellor, Minerva University, United States*

#FutureReadiness Arena

Day 1 – Wednesday, 28 February 2024

13:55-14:20

Culture Matters

Culture – it differentiates us from the competition, it is unique and difficult to replicate. How can we foster culture and use it to improve human capability, values and resilience? How can we quantify the tangible and intangible factors it influences to shape our sense of belonging and prepare us for the future? In this session we also look at the role that one's native language, and deep understanding of it, equips us for life as well as providing a sense of identity.

- **Edie Lush, United Kingdom (Moderator)**
- **Manuel Rabaté, Director, Louvre Abu Dhabi, United Arab Emirates**
- **Prof. Hanada Taha, Director, Zai Arabic Research Center, Zayed University, United Arab Emirates**

14:20-14:25

Special Announcement

Groundbreaking news on the occasion of the inaugural Human Capability Development Initiative.

14:25-14:55

Securing and Building A Better Future for All through Education – What Now, What Next?

This panel contextualizes human capability against the backdrop of both global risks in the short, mid-and long term, with the opportunity for us to secure a better future for all, by identifying the pieces of the 'human capability puzzle', and working together to build this puzzle, at the individual, national and international level. This panel reviews the role that the public, private and other sectors play including around investment and uplifting individuals' to create significant economic impact.

- **Ben Thompson, United Kingdom (Moderator)**
- **Dr. Muhammad AlSaggaf, President, King Fahd University of Petroleum & Minerals, Saudi Arabia**
- **Dr. Allan E. Goodman, CEO, Institute of International Education, United States**
- **Dr. Santiago Iñiguez, President, IE University, Spain**
- **Andreas Schleicher, Director for Education & Skills, OECD, France**
- **Prof. Sir Steve Smith, International Education Champion & Prime Minister's Special Representative to Saudi Arabia on Education, Government of the U.K., United Kingdom**
- **Dr. Sobhi Tawil, Director, Future of Learning and Innovation, Education Sector, UNESCO, France**

14:55-15:00

Special Announcement

Groundbreaking news on the occasion of the inaugural Human Capability Development Initiative.

15:00-15:15

Investing Today to Power Tomorrow

The heartbeat of successful organizations is their people. Transformation and innovation are impossible without them. Aramco has been investing in people to help both the company and the Kingdom for more than 90 years and is building a workforce ready for a rapidly changing future. Hear how one of the world's largest companies is equipping Saudis with the skills they need to be globally competitive.

- **Nabeel A. AlJama', EVP, Human Resources and Corporate Services, Saudi Aramco, Saudi Arabia**

15:15-15:45

Unlocking Economic Growth through Human-Centric Investment

Private sector, national level funding, as well as emerging models of impact investment, are critical factors in reducing ongoing – and growing – inequality, which is one of the greatest challenges of our time, hampering growth, spurring strife and instability and impeding human development.

- **Edie Lush, United Kingdom (Moderator)**
- **Prof. Stefano Caselli, Dean, SDA Bocconi School of Management, Italy**
- **Professor Nuno Crato, President, Iniciativa Educação & Professor of Statistics, University of Lisbon and Former Minister of Education, Portugal**
- **Kevin Lee, Vice President and Managing Director, Samsung Engineering, South Korea**
- **Mihir Shukla, CEO, Automation Anywhere, United States**

15:45-15:55

What if Human Capability Grew through Humanitarian Collaboration?

Highlighting successful international humanitarian collaborations that focus on developing skills, preparing individuals for opportunities, and rebuilding communities. Plus, how can they enhance long-term human capability development?

- **H.E. Dr. Abdullah Al Rabeeah, Advisor, Royal Court & Supervisor General, King Salman Humanitarian Aid and Relief Centre, Saudi Arabia**

#FutureReadiness Arena

Day 1 – Wednesday, 28 February 2024

Developing Human Capabilities – The Power of Tourism

15:55-16:05

Globally and within Saudi Arabia, tourism offers diverse opportunities and challenges, creating not only a vision, but a powerful route for growth. Discover the new ways in which tourism is contributing to new thinking and creating new initiatives in education, training, and job creation. Gain insight into how young talent is being employed and provided with a promising future.

- *John Pagano, Group CEO, Red Sea Group, Saudi Arabia*

Unleashing Ability!

16:05-16:20

Stories of personal journeys and the role that mindset, inclusion and access to opportunity play in shaping resilience and helping individuals unleash their potential. We also look at the role funding, representative organizations, access and data insight play.

- *Ben Thompson, United Kingdom (Moderator)*
- *Dr. Shani Dhanda, Inclusion and Accessibility Specialist, United Kingdom*
- *Nadia Hadad, Co-Chair, European Network on Independent Living (ENIL), Belgium*

Closing the Gap – How Can we Create a more Level and Inclusive Playing Field Globally?

16:20-16:50

Helping to improve social mobility and creating better prospects for everyone, irrespective of their background, to achieve their full potential is becoming a key focus area. It is also a complex issue that requires coordinated and systematic approaches to have the requisite long-tail approach.

- *Dr. Shani Dhanda, Inclusion and Accessibility Specialist, United Kingdom (Moderator)*
- *Eng. Mohammad Suhail AIMadani, CEO, Classera, Saudi Arabia*
- *Alex Grant, GAICD, Chief Operating Officer, Camali Group, Australia*
- *H.E. Khaled Khalifa, Senior Advisor & Representative to the Gulf Cooperation Council Countries, United Nations High Commissioner for Refugees (UNHCR), Switzerland*

Democratizing Opportunity for the Bottom Billion People through Edtech

16:50-17:00

Education has a critical role to play in delivering future-fit knowledge, skills and learning systems. This dialogue looks at the move towards Education 5.0, purported to put the human back at the center, as well as the development of socio-economic skills to increase resilience in the face of advanced automation and a reshaped global business and social landscape. It also looks at how education systems can 'reset' to foster critical thinking, innovation, and an entrepreneurial mindset to become a 'future fit'.

- *Dr. Kevin Frey, CEO, Generation Unlimited, UNICEF, United States*
- *Nic Newman, General Partner, Emerge VC., United Kingdom*

Cultivating Human Potential – Where is Civil Society Making a Difference

17:00-17:30

Challenges ranging from rapid technological advancements, a knowledge-centric economy, and globalization require the pursuit of innovative strategies to enhance competitiveness, recognizing individual competence as crucial for success. Viewing individuals as invaluable assets, the augmentation of human capital becomes a critical factor for sustainable development. Central to this transformative process is the need for equitable collaboration among key societal stakeholders – the government, civil society organizations, and the private sector. This collaborative effort proves instrumental in fostering human capital development, playing a vital role in society's overall advancement. An essential aspect of this collaborative endeavor is the indispensable role played by civil society. This session focuses on lived experiences, bringing together stakeholders from various points along the value chain. Just what role can and is civil society playing?

- *Ben Thompson, United Kingdom (Moderator)*
- *H.H. Princess Nouf bint Muhammad bin Abdullah Al Saud, CEO, King Khalid Foundation (KKF), Saudi Arabia*
- *Dr. Sonia Ben Jaafar, CEO, Abdulla Al Ghurair Foundation & Chairperson to Global Councils on SDGs, United Arab Emirates*
- *Wendy Kopp, CEO & Co-Founder, Teach for All, United States*
- *Laura Frigenti, CEO, Global Partnership for Education, United States*
- *Asif Saleh, Executive Director, BRAC, Bangladesh*

#FutureReadiness Arena

Day 1 – Wednesday, 28 February 2024

17:30-18:00

Technology and Digitization 5.0 – Friend or Foe?

With opportunities (and risks such as cyber) in this space on the increase, and as machines increasingly work alongside human labor, this multi-stakeholder panel outlines how humans can truly reap the benefits and what the new factors to solve for are, from the moonshots we should be looking at now, how to balance lost jobs with new ones, and how to tackle and plan for intersectional thinking, international collaboration and boosted individual and national preparedness. Most importantly, this panel looks at the increasing calls, including from tech leaders, to treat AI and the rapid rise of technology as an existential threat to humanity. More particularly, the panel will consider the extent to which AI is a threat or an opportunity, so far as the global workforce is concerned.

- *Laurence Moroney, AI Lead, Google, United States (Moderator)*
- *Dr. Moudhi AlJamea, Dean & VP, stc Academy, Saudi Arabia*
- *Carmen Rando Béjar, Chief People Officer, SLB, United States*
- *Matt Dalio, Founder, Endless, United States*
- *Dr. Christina Yan Zhang, CEO, The Metaverse Institute, United Kingdom*
- *Professor Soumitra Dutta, Dean, Saïd Business School, University of Oxford, United Kingdom*

18:00

Closing Remarks and End of Day 1

#FutureReadiness Arena

Day 2 – Thursday, 29 February 2024

09:30-09:35

Day 2 Opening Remarks and Announcements

09:35- 09:45

Investment Matters – Investment’s Critical Role in Creating Resilient, Future Proofed Economies

First hand insight into how investment and shifting economic and regulatory landscapes can drive meaningful transformation. With new thinking around the growth of key sectors, translating into #FutureReadiness and importantly, economic resilience and the unleashing of human potential as a result.

- **H.E. Eng. Khalid bin Abdulaziz AlFalih, Minister of Investment, Saudi Arabia**

09:45-10:15

Confronting the Unknown Unknowns

The fundamental transformation of how we live, play and work is accelerating – it is changing the skills we need, how we need to be educated and presenting talent, human and even national challenges. How can we bring demand and supply together, and how do we prepare for our unknown unknowns? Tackling human capital needs from a perspective of opportunity and belief in human solution finding, this session looks at the possible scenarios facing us around the future of work, spotlights key industries including those shaping the green economy and looks at how we can best prepare for the future. What is our starting point, do we need radical change and where might we be just a few steps away?

- **Nik Gowing, United Kingdom (Moderator)**
- **Fahad AlAjlan, President, King Abdullah Petroleum Studies and Research Centre (KAPSARC), Saudi Arabia**
- **Dr. Rami Ahmad, Senior Advisor to the President, Islamic Development Bank Group, Saudi Arabia**
- **Dr. Hanan Balkhy, Regional Director for the Eastern Mediterranean, World Health Organization (WHO), Switzerland**
- **Eng. Abdulrahman A. Shamsaddin, CEO, SABIC Agri-Nutrients Company, Saudi Arabia**
- **Diane Ty, Managing Director, Milken Institute Center for the Future of Aging, United States**

10:15-10:45

Policy Matters – Into the New Policy Era

Is this the time to rethink, redraft and refine policymaking related to human capital? How can policymakers build better to unleash and catalyze human potential? What do the current trends around increasing intervention into the private sector through new industrial policy design signify? How can policy determine and shape the cultural and social context that humans learn, work, and live in? This special HCI debate, which will also feature coverage of any relevant international reports, goes to the very heart of policy trends and navigating the changing policy environment.

- **Led by: Vivek Sharma, Board of Directors, JetBlue Airways & Kaiser Permanente, United States**
- **Dr. Sangheon Lee, Director, Employment Policy, Job Creation & Livelihoods Department, ILO, Switzerland**
- **Dr. Natasha Ridge, Executive Director, Sheikh Saud Al Qasimi Foundation for Policy & Research, United Arab Emirates**
- **Dr. Rolf Strietholt, Head, Research & Analysis Unit, International Association for the Evaluation of Educational Achievement (IEA), The Netherlands**

10:45-11:30

Education Spotlight – Ministers in Conversation

How can national education systems lay the right foundations today to foster resilient workforces for tomorrow? When should education begin, and what should it offer? Join this ministerial conversation to hear about priorities in human capacity building at the roots.

- **Nik Gowing, United Kingdom (Moderator)**
- **H.E. Yousef Abdullah AlBenyan, Minister of Education & Chairman of the Executive Committee, Human Capability Development Program (HCDP), Saudi Arabia**
- **H.E. Dr Khaled AlSabti, Advisor, General Secretariat of the Council of Ministers & Chairman of the Board of Directors, Education & Training Evaluation Commission, Saudi Arabia**
- **H.E. Buthaina Bint Ali Al Jabr AlNuaimi, Minister of Education and Higher Education, Qatar**
- **H.E. Dr. Mohamed Bin Mubarak Juma, Minister of Education, Bahrain**
- **The Hon. Dato’ Seri Diraja Dr. Zambry Abd Kadir, Minister of Higher Education, Malaysia**

11:30-11:35

Special Announcement

A further special announcement on the occasion of HCI 2024.

11:35-11:45

Ministerial Keynote

Investing in Our Future – Building Human Capital through Sustainable Funding Strategies

Aligning investments and funding for public and human capital requires a recognition of its long-term nature and the absence of quick fixes. Success involves establishing a strong foundation, developing tangible and intangible elements across various technical, scientific, and managerial levels. Analyzing past and emerging models should be context-specific, addressing structural challenges in human capital-driven economics over short, medium, and long terms. Successful country-level models highlight the significance of public-private partnerships and impact investing for cross-sector collaboration.

- **H.E. Faisal F. AlIbrahim, Minister of Economy and Planning, Saudi Arabia**

#FutureReadiness Arena

Day 2 – Thursday, 29 February 2024

11:45-11:55

What if Broadway Actors and Math Olympians Could Transform Teaching?

How can we solve one of the central problems at the heart of education – how to find enough instructors dynamically adapts their teaching to follow students' thinking in real time while supplementing extraordinary intelligent teenagers with professional guidance to transform their mindset. Plus, just how do we shatter the conventional wisdom of online classes being boring to turn them into something that looks like it belongs on Tik Tok. Nothing like this has been done, but it's also highly scalable.

- **Professor Po-Shen Loh, Professor, Carnegie Mellon University, United States**

11:55-12:15

Realizing Education 5.0 – Achieving a New Ecosystem for the New Normal

In this groundbreaking town hall, HCI assembles experienced educators alongside innovative trailblazers in education to deconstruct – and fundamentally reimagine the state and delivery of education. From early childhood to advanced professional and higher education, we delve into crucial insights and make thought-provoking inquiries within the realm of the evolving educational landscape. What are the transformative avenues for propelling education forward from the early years to an individual's lifelong learning odyssey in a dynamic and unpredictable world? We also look at the pivotal role educators play as role models, standard bearers and mentors.

- **Dr. Laura Luelsdorf, Public Sector Lead – Middle East, Egon Zehnder, Switzerland (Moderator)**
- **Professor Marc Badia, Deputy Dean, IESE Business School, Spain**
- **Dr. Allan E. Goodman, CEO, Institute of International Education, United States**
- **Dino Varkey, Group CEO, GEMS Education, United Arab Emirates**
- **Rt. Hon. Lord Knight of Weymouth, Chairman, Council of British International Schools, United Kingdom**

12:15-12:40

Creating Future-Fit Workforces in the Tourism Industry and Beyond

Estimated at over \$1.7trillion, tourism is a sector that is huge, and growing, employing over 250 million people worldwide. Increasingly, it's also a sector creating new jobs in sustainable hospitality and ensuring it's operating practices are future and positive-impact focused. From shaping experiences, to acting as cultural ambassadors, to contributing to *economic* growth and influencing the perception of a destination, what is the industry doing to attract, retain and grow it's workforce?

- **H.H. Princess Haifa Bint Mohammed AlSaud, Vice Minister, Ministry of Tourism, Saudi Arabia (Moderator)**
- **Mohammed AlMulhim, Founder, Pangaea Adventures Club, Saudi Arabia**
- **Latifah AlTamimi, CEO, Gathern, Saudi Arabia**
- **Alistair Gosling, Founder & CEO, Extreme International, United Kingdom**
- **Dr. Christina Yan Zhang, CEO, The Metaverse Institute, United Kingdom**

12:40-13:05

Inclusion through Digital

From digital inclusion to digital literacy, what can inclusion unlock in our digital world? What role can online and blended learning and access play? What are the metrics we should be following? We unpick the hows, whys and whats of inclusion through digital.

- **Nicholas Haber, Chair, Global Digital Literacy Council, United States (Moderator)**
- **Dr. Latifa AlAbdulkarim, Member, Shura Council, Saudi Arabia**
- **Roger Brindley, Vice Provost for Penn State Global, The Pennsylvania State University, United States**
- **Lord Jo Johnson, Executive Chairman, FutureLearn, United Kingdom**
- **Dr. Sobhi Tawil, Director, Future of Learning and Innovation, Education Sector, UNESCO, France**

13:05-13:20

Talent Ahead – Spotighting Individual Potential, Learning and Progress

Talented individuals shape society by contributing to innovation and knowledge. However, the extent of their impact relies on the support they are given. Establishing a nurturing environment is essential to ensure their meaningful contributions to societal growth. What role do scholarships play? What lessons can we learn from experiences with highly gifted individuals, and how we assess talent and aptitude?

- **Prof. Po-Shen Loh, Professor, Carnegie Mellon University, United States**
- **Dr. Anthony Muhammad, Author, Consultant and CEO, New Frontier 21 Consulting, United States**
- **Rod Smith, Group Managing Director, International Education, Cambridge University Press & Assessment, United Kingdom**
- **Dr. Steffen Sommer, Director General, Misk Schools, Saudi Arabia**

13:20-14:00 LUNCH IN HCI HUB

14:00-14:10

What if we Could Transform and Empower the Next Generation?

Transforming for impact and beyond perception to empower the next generation with essential leadership skills and a sense of civic pride can lead to greater connection and commitment to our shared future. How can we drive positive change, create engagement and equip our workforces – and the people in them with the tools and knowledge to effectively lead and navigate the evolving challenges we face in our industries and beyond? In this 'What If?' talk, seasoned leader and global hospitality champion Jerry Inzerillo draws on his experience of working around the world and shares some key leadership lessons, as well as how his hospitality mindset has helped create resilience and a positive, inclusive environment for growth and progress at Diriyah.

- **Jerry Inzerillo, Group CEO, Diriyah Company, Saudi Arabia**

#FutureReadiness Arena

Day 2 – Thursday, 29 February 2024

14:10-14:20

Workforce Motivation – Strategies for Turbulent Times

More choice, more flexibility, more autonomy, more well-being – what used to be perceived as perks, an emerging workforce now considers them rights. Work as we know it has changed. Just what do workers want now, and how does that differ across the generations? What counts as a 'good job' now? Looking down from the top and looking up from the workforce, how do assumptions and outlooks differ? How can different ways of working be supported? With shifting trends from expectations around environment, work-life blending, the impact of emerging technology and workforce sustainability, how can we ensure employers can remain globally competitive, while 'doing the right thing'.

- *Jennifer Moss, Author, Researcher & Workplace Policy Strategist, Canada*

14:20-14:25

Special Announcement

A further special announcement on the occasion of the inaugural Human Capability Initiative.

14:25-14:50

Reskilling, Upskilling and Capability Boosting as Strategic Global Imperatives

It is said that skills change, but capabilities endure. According to Harvard Business Review (2023), the average half-life of skills is now less than five years, and in some tech fields, it's as low as two and a half years. As organizations invest heavily in upskilling, we ask how, in parallel, the process of reskilling at significant levels, which also presents a complex societal challenge, can be managed through targeted paradigm shifts and adaptive to the era of automation and AI.

- *Dr. Sallyann Della Casa, CEO & Chief Identity Hacker, GLEAC, United Arab Emirates (Moderator)*
- *Anas AlMudaifer, CEO, Human Capability Development Program (HCDDP), Saudi Arabia*
- *Dominic Barton, Chair, Rio Tinto & LeapFrog Investments, United Kingdom*
- *Sharmila Chetty, CEO, Duke CE, United Kingdom*
- *Jeff Maggioncalda, CEO, Coursera, United States*

14:50-15:15

Workforce Matters – What Really Matters to Employees Now?

The digital revolution, the pandemic acceleration of working from home as well as the growth of disruptive industries have made work more flexible and precipitated a move away from '9-5' models. What do workforces want now – and what do companies get wrong about managing their talent?

- *Olivier Dubuisson, Former Head – Future of Working, Novartis & Co-Founder, Rythmik, Switzerland (Moderator)*
- *Dr. Ghadah AlArifi, Founding Dean, School of Public Policy, KAPSARC, Saudi Arabia*
- *Stuart Evans, People Director – Future of Work, Capability & Learning, Rolls-Royce, United Kingdom*
- *Alvin Goh, Executive Director, Singapore Human Resources Institute, Singapore*
- *Elaine Grell, Chief People Officer, EMEA, Ogilvy, United States*

15:15-15:45

Talent at Work – How to Grow it, How to Attract, How to Maximize it

Workforce and talent concerns remain top of mind for companies as they look at an increasingly competitive marketplace for highly skilled employees, both today and into the future. With rising employee turnover compounding an industry-wide shortage of talent, many companies are considering, or beginning to implement, more comprehensive talent strategies to help their workforces meet increasing demand. This session also looks at Gen AI and how this revolutionary technology can enhance, rather than replace, our talents.

- *Edie Lush, United Kingdom (Moderator)*
- *Elaine Arden, Group Chief Human Resources Officer, HSBC, United Kingdom*
- *Michael Fraccaro, Chief People Officer, Mastercard, United States*
- *Muzzamil Khider, SVP & Chief People Officer, Enterprise HR, Baker Hughes, United States*
- *Jean-Marc Laouchez, President, Korn Ferry Institute, United States*
- *Olivier Sabella, Vice President – EMEA & LATAM, Talent Solutions, LinkedIn, United States*

#Future Readiness Arena

Day 2 – Thursday, 29 February 2024

Beyond Employment – Setting the Ground for Lifelong Employability

Lifelong learning can facilitate impactful economic and structural transformation and human-centred sector and industry growth. This session looks at how all generations can be incentivised to benefit from high-quality, future-relevant lifelong learning through individual preparedness, educational and skills preparedness, as well as the impact lifelong learning can have on improved productivity, national competitiveness, inclusive societies, and the transition towards new economies, including the green economy.

15:45-16:10

- *Nik Gowing, United Kingdom (Moderator)*
- *Dr. Waleed Al Salih, VP, ETEC, Saudi Arabia*
- *Jerry Gamez, Venture Partner, Antler, Saudi Arabia*
- *Teresa Martín-Retortillo, Executive President, IE University of Lifelong Learning, Spain*
- *Professor Wing On Lee, Senior Consultant, Institute for Adult Learning, Singapore University of Social Sciences, Singapore*

Special Announcement

16:10-16:15

A further special announcement on the occasion of the inaugural Human Capability Initiative.

Entrepreneurial Human Capital – What It Is, What It Looks Like, and Why We Need It

Beyond fostering innovation, creating jobs and more, entrepreneurship is now seen as a bona fide instrument of economic growth policy. As well as acting as a conduit for investment in new knowledge, growth markets and ideas, societies with higher rates of entrepreneurship are seen as more resilient. How can we amplify the role entrepreneurship can play in growth and innovation?

16:15-16:45

- *Lucien Zeigler, Principal, Pilatus Capital & Managing Director, RedSalt Advisory Company, United States (Moderator)*
- *Dr. Bedour Al Rayes, Deputy CEO, Human Capability Development Program (HCDP), Saudi Arabia*
- *Professor Dominic McVey MBE, Business Leader, Entrepreneur and Philanthropist, United Kingdom*
- *Jonathan Ortman, President, Global Entrepreneurship Network, United States*
- *Alberto Carvalho Neto, President, JEUNE, Belgium*

Closing Announcements and Horizon Gazing

16:45-17:00

Close of HCI 2024 with special guests and announcements.

17:00

Closing Announcements and Close of the Human Capability Initiative 2024

HCI Dialogues

The Dialogues are expert-led discussions where a small group of thought leaders, subject-matter experts and stakeholders talk in the center around set agenda points, surrounded by a larger group of audience members. Each dialogue includes audience Q&A.

The Future Horizons in Education and Training Dialogue

Education has a critical role to play in delivering future-fit knowledge, skills and learning systems. This dialogue looks at the move towards Education 5.0, purported to put the human back at the center, as well as the development of socio-economic skills to increase resilience in the face of advanced automation and a reshaped global business and social landscape. It also looks at how education systems can 'reset' to foster critical thinking, innovation, and an entrepreneurial mindset to become a 'future fit'.

Chaired by **Professor Nuno Crato, President, Iniciativa Educação & Professor of Statistics, University of Lisbon and Former Minister of Education, Portugal**

10:45-11:45

Special Intervention: AI in Edtech

- **Dr. Kevin Frey, CEO, Generation Unlimited, UNICEF, United States**
- **Nic Newman, General Partner, Emerge VC, United Kingdom**

Contributors:

- **Neil Butcher, Education Consultant, The World Bank, United States**
- **Sharmila Chetty, CEO, Duke CE, United Kingdom**
- **Andrew D. Hamilton, President Emeritus, New York University, United States**
- **Dr. Anthony Muhammad, Author, Consultant and CEO, New Frontier 21 Consulting, United States**
- **Dr. J.D. LaRock, President & CEO, Network for Teaching Entrepreneurship, United States**
- **Prof. Po-Shen Loh, Professor, Carnegie Mellon University, United States**

The Early Childhood Education Dialogue

How can we construct a brighter future for our children? The formative years and educational experiences during this phase set the groundwork for their entire lives. Early encounters significantly influence physical, cognitive, emotional, and social development, impacting adulthood. This discussion will explore the pivotal role of early childhood education in human capital development and long-term societal and economic progress. National and global policymakers, along with experts, will share evidence and experiences, engaging in a dialogue on essential actions required to enhance early childhood development programs as a crucial foundation for equitable development and economic growth.

12:15-13:00

Chaired by **Nazeeha Khoja, ECD Manager, MISK Foundation, Saudi Arabia**

Contributors:

- **Dino Varkey, Group CEO, GEMS Education, United Arab Emirates**
- **Alex Grant, GAICD, Chief Operating Officer, Camali Group, Australia**
- **Jumana Haj-Ahmad, UNICEF Deputy Representative, Saudi Arabia**
- **Dr. Mahmoud ElSayed, Senior Economist, Education Global Practice, The World Bank, United States**
- **Dr. Maimoonah AlKhalil, Secretary-General, Family Affairs Council, Saudi Arabia**

The Skills for Life Dialogue

This dialogue examines elements such as promoting lifelong learning and acquiring exceptional talent to explore the factors contributing to attracting and retaining skilled individuals, fostering resilient workforces. Human capital plays a pivotal role in driving economic growth, representing the collective skills, knowledge and capabilities of a workforce. The investments made in education, training, healthcare and beyond contribute to the field, fostering innovation, productivity – and, in turn, overall economic advancement. How can we cultivate a skilled, healthy and productive workforce equipped to handle technological advancement, contribute to industry growth and new industries?

13:00-14:00

Chaired by **Ramia Farrage, Moderator, United Arab Emirates**

Contributors:

- **Anuradha Khosla, SVP, Human Capital Management, Market Principal, APAC & ME, HCL Tech, India**
- **Richard Marsh, Director, Talent Academy, NEOM, Saudi Arabia**
- **Dr. Andrea Masini, Dean of Faculty & Research, HEC Paris, France**
- **A/P Yeo Li Pheow, Executive Director, Institute for Adult Learning (IAL), Singapore University of Social Sciences, Singapore**
- **Dr. Kai Roemmelt, CEO, Udacity, United States**
- **Professor Ralph Tabberer, Vice Chairman, Global Schools Management (Middle East), United Kingdom**
- **Anderson Tan, Director, Xperienz, Singapore**

HCI Dialogues

Day 1 – Wednesday, 28 February 2024

Maximizing Resilience – Imagine if You Could Measure Your Comfort Zone

Recognizing the importance of understanding your comfort zone is crucial for both human capability development and cultivating an 'entrepreneurial mindset.' Many individuals hesitate to step out of their comfort zones due to a failure to distinguish between their professional and personal comfort zones. According to research conducted by IE University, based on over 20,000 interviews with global professionals, 80% of those who thrive in uncertain conditions, excel as innovators, entrepreneurs, and disruptors in their work, actually prefer not to leave their personal comfort zones. How can you measure your comfort zone?

14:00-14:45

Led by:

- *Dr. Paris de l'Etraz, Managing Director, Venture Lab & Prof. of Entrepreneurship, IE University, Spain*
- *Dr. Michael D. Lepech, Professor, Engineering and Sustainability & Acting Director, Stanford Technology Ventures Program, Stanford University, United States*

The Investment Dialogue

What can investment and stimulus money do to unlock and unleash human potential? Looking at the impact of private and public investment and the two combined through PPPs this dialogue looks at where investment is best channeled – and how. It also looks at the gap start-ups are filling and the role they play in stimulating demand and new financial flow in this space.

Chaired by *Jerry Gamez, Venture Partner, Antler, Saudi Arabia*

14:45-15:45

Contributors:

- *Abdullah AlJuffali, President, Saudi Arabia and Bahrain, Honeywell, Saudi Arabia*
- *Luis E. Garcia de Brigard, Managing Partner, Appian Education Ventures, United States*
- *Soulaima Gourani, Co-Founder & CEO, Happioh Software, United States*
- *Carl Manlan, VP – Inclusive Impact & Sustainability, Visa CEMEA, United Arab Emirates*
- *Greg Mauro, Founding Partner, Learn Capital, United States*

The Future of Work & Wellbeing Dialogue

Wellbeing is now seen as integral and of fundamental importance in the future of work. This dialogue unpicks the key issues around work and wellbeing through stimulating data, thought-provoking views and impact on human capability. What can be done to support healthy working cultures now?

Chaired by *Olivier Dubuisson, Former Head – Future of Working, Novartis & Co-Founder, Rythmik, Switzerland*

15:45-17:00

Contributors:

- *Abdullah AlRashid, Director, King Abdulaziz Center for World Culture (Ithra), Saudi Arabia*
- *Stuart Evans, People Director – Future of Work, Capability & Learning, Rolls-Royce, United Kingdom*
- *Jennifer Moss, Author, Researcher & Workplace Policy Strategist, Canada*

Lived Experiences Case Study by SABIC:

- *Jason M. Box, Director – Engagement & Wellbeing, SABIC, Saudi Arabia*
- *Alanoud Alessa, Senior Corporate Human Resources, SABIC, Saudi Arabia*

The Arab Youth Empowerment and Upskilling Dialogue

The global job market is currently undergoing substantial changes propelled by technological advancements. The World Economic Forum estimates that by 2027, 60% of the global population will need to acquire new skills to navigate these transformations. Placing a spotlight on the Arab region, this HCI Dialogue look at the unique employment challenges of the region, key groups affected and offers hope in the form of emerging technologies that have the power to change the dynamics of learning and employment. How can we address the skills gaps across various industries? The Dialogue will also look at the United Nations Development Programme's (UNDP) efforts to promote inclusive economic growth and decent jobs. Plus, it will outline the successful partnerships, strategies and initiatives that have equipped young people with future-ready skills, including key groups including women.

17:00-18:00

Chaired by *Kindah Abdulhamid, Marketing Communications Lead - MENEAT, United Nations Development Programme*

Contributors:

- *Nahid Hussein, UNDP, Resident Representative, United States*
- *Dr. Margaret Jones Williams, Deputy Resident Representative, Saudi Arabia, United Nations Development Programme, United States*
- *H.E. Jamal Bin Huwair, Chief Executive Officer, Mohammed Bin Rashid Al Maktoum Knowledge Foundation, United Arab Emirates*
- *Hany Torky, Chief Technical Adviser and Project Manager, Knowledge Project, United Nations Development Programme*

09:15-10:45

Building the Future-Ready Workforce or How to Navigate the Skills Revolution (By Invitation Only)

The assessment of current and future skills needs and gaps in the Kingdom of Saudi Arabia is a key focus, aligning with regional and global benchmarks to support the goals of Vision 2030. The dialogue involves the sharing of best practices and success stories from both the public and private sectors, highlighting effective upskilling programs and initiatives. Emphasis is placed on fostering a culture of continuous learning and development, cultivating a growth mindset among employees through competency frameworks, career pathways, and comprehensive learning and development programs. Additionally, the discussion explores the strategic use of skills-based hiring and analytics to source, attract, and engage qualified candidates based on their demonstrated skills and potential.

Co-Chaired by:

- *Yara Chamaa, Manager – Customer Success Division, MENA, LinkedIn, United States*
- *Marwan El Nemr, Head of Government & Academia, MENA, LinkedIn, United States*

11:00-12:00

The Human Capital and Economic Growth Dialogue

How can we unlock economic growth through human capital? This dialogue gets to the heart of how human capital can impact, and is impacting, growth, as well as the critical role that knowledge, skill sets and workers play in the economy.

Chaired by *Renée McGowan, CEO – India, Middle East and Africa (IMEA), Marsh McLennan, United States*

Contributors:

- *Lourdes Casanova, Senior Lecturer & Director, Emerging Markets Institute, Cornell S.C. Johnson College of Business, Cornell University, United States*
- *Peter Cheese, CEO, CIPD, United Kingdom*
- *Dr. Gabriel Demombynes, Manager – Human Capital Project, The World Bank, United States*
- *Rod Smith, Group Managing Director, International Education, Cambridge University Press & Assessment, United Kingdom*

13:15-14:15

The Tech & Digitization Dialogue

This dialogue looks at the crucial question of how we can continue to benefit from technology while facing some of the challenges it poses around automation, reskilling and preparedness and ever-faster acceleration to workforces, employers and governments.

Chaired by *Laurence Moroney, AI Lead, Google, United States*

Contributors:

- *Dr. Shannon May, Co-Founder and President, NewGlobe Education, Kenya*
- *Vivek Sharma, Board of Directors, JetBlue Airways & Kaiser Permanente, United States*
- *Mihir Shukla, CEO, Automation Anywhere, United States*

14:30-15:15

The Global Citizens Dialogue

The concept of global citizens and human capability encompasses the idea that individuals possess a broader sense of identity and responsibility beyond their national or cultural affiliations. Global citizens are characterized by their awareness of global issues, cultural diversity, and a commitment to making positive contributions to the world. Human capability, in this context, refers to the potential and capacity of individuals to actively engage with and address global challenges. It emphasizes the development of skills, knowledge, and values that enable individuals to participate effectively in a globalized world. This perspective underscores the importance of education, cross-cultural understanding, and fostering a sense of shared humanity to empower individuals to contribute to the well-being of the global community.

Chaired by *Dr. Wendy M. Purcell, Professor, Rutgers University & Harvard University, United States*

Contributors:

- *Eltayeb Adam, UNICEF Representative for Gulf Area, Saudi Arabia*
- *Professor Naoko Ishii, EVP & Director – Center for Global Commons, The University of Tokyo, Japan*
- *Anthony Millard, Chairman, Anthony Millard Consulting, United Kingdom*
- *Edward Paice, Director, Africa Research Institute, United Kingdom*
- *Dr. Eszter Salamon, Director, Parents International, The Netherlands*
- *Daniel Yu, Founder and CEO, Wasoko, Kenya*

HCI Dialogues

Day 2 – Thursday, 29 February 2024

15:30-16:30

The Research and Innovation Dialogue

Expanding possibilities, progress and impact - innovation plays a critical role in unlocking human capability and meeting the goals for sustainable development. It can help us to adapt, recalibrate and bounce forward in the face of global tipping points such as aging populations, lack of access to education and healthcare, climate change and geopolitical crises. This session explores these megatrends and the role that science and innovation play in promoting resilience and the pursuit of inclusive transformation.

Elements to be looked at include the innovation mindset, innovation as a driver, moonshot projects and the potential for wide-scale social impact.

Chaired by *Dr. J.D. LaRock, President & CEO, Network for Teaching Entrepreneurship, United States*

Contributors:

- *Dr. Wendy M. Purcell, Professor, Rutgers University & Harvard University, United States*
- *Dr. Andrey Kunov, Founder & President, Silicon Valley Innovation Center, United States*
- *Dr. Ulrik Juul Christensen, Chairman & CEO, Area9 Lyceum,*

16:45-17:45

The Higher Education and Adult Learning Dialogue *By invitation only*

This dialogue focuses on the development of the higher education sector.

Chaired by *Professor Dominic McVey MBE, Business Leader, Entrepreneur and Philanthropist, United Kingdom*

Contributors:

- *Dr. Issa H. AlAnsari, President, Prince Mohammad Bin Fahd University (PMU), Saudi Arabia*
- *Professor Marc Badia, Deputy Dean, IESE Business School, Spain*
- *Professor Andreas Cangellaris, Founding President, NEOM University, France*
- *Josep Franch, Dean, Esade Executive Education, Spain*
- *Lord Jo Johnson, Executive Chairman, FutureLearn, United Kingdom*
- *Ben Nelson, Founder & CEO, Minerva Project and Founder & Chancellor, Minerva University, United States*
- *Prof. Sir Steve Smith, International Education Champion & Prime Minister's Special Representative to Saudi Arabia on Education, Government of the U.K., United Kingdom*
- *Professor Wing On Lee, Senior Consultant, Institute for Adult Learning, Singapore University of Social Sciences, Singapore*

Transformation Stage

Guided workshop sessions and discussions looking at the dynamics of particular topics. Led by experts who have not only deep but also kaleidoscopic knowledge of the areas under discussion. These sessions emphasize real-world, global perspectives and a practical lens and also allow for audience Q&A.

Transformation Stage

Day 1 – Wednesday, 28 February 2024

A Journey of Development – Lifelong Learning at Aramco

Get first-hand insight into Aramco's approach to lifelong learning as a journey - both for the Company and its people. By diving deeper into the drivers, offerings and innovative practices adopted, the session will reflect on the challenges facing businesses, and offer a proven perspective on how to navigate them with agility, resilience, and excellence.

11:00-11:15

Led by **Ramia Farrage, Moderator, United Arab Emirates**

Expert Perspective:

- **Faisal Al Hajji, SVP Human Resources, Saudi Aramco, Saudi Arabia**

The new Future of Work – Putting the Working Future into Action

Global and GCC nations have implemented successful initiatives to attract talent, but the pandemic and the rise of remote work have shifted perspectives on job satisfaction. Technologies like machine learning further influence the work landscape. Future workforce studies identify five key themes: changing motivations, diverging beliefs on "good jobs," automation's impact, blurring firm boundaries, and the overwhelmed younger generation. In this session, speakers will explore incorporating these insights into business strategies, including rethinking talent attraction, advocating for flexible visa regulations, balancing remote and office work, and tailoring benefits to diverse worker needs. Participants will gain insight into segmenting employees based on motivation and adapting HR systems accordingly.

11:15-12:00

Led by **James Root, Senior Partner, Bain & Company, United States**

Experts:

- **John Hazan, Partner, Bain & Company, United States**
- **Elaine Grell, Chief People Officer, EMEA, Ogilvy, United States**
- **Tim Williams, Group Head of People Strategy and Culture, Red Sea Global, Saudi Arabia**

Leveraging AI and Machine Learning for Employability – Digital Transformation and Human Capital Upskilling

This session explores challenges in education aligning with labor market demands, exacerbated by Industry 4.0's digitization and tech advancements, with a focus on higher education adapting to nurture relevant skills. The discussion will also explore curriculum adaptation to meet changing needs and ensure governments receive a significant return on investment, streamlining talent identification processes.

13:00-13:45

Led by **Erdin Beshimov, Co-Founder, ClassHour and Lecturer, MIT, United States**

Experts:

- **Ilias Beshimov, Co-Founder, Celential.ai, United States**
- **Sean Hinton, Founder and CEO, SkyHive Technologies, United States**
- **John Schwartz, Entrepreneur & Global e-Learning Strategist, United States**

The Saudi Arabian Key Projects Dialogue

How can we move from vision to human capability enhancement using the example of some of Saudi Arabia's key projects and how they are being moved from vision, to reality. These projects are being designed, and implemented as a source of inspiration and vision, but also to deliver legacy and impact on a massive scale. They hold the promise of pioneering innovation at multiple levels, including as capability-builders for young talent and to drive human-centric transformation. How is this future-focused approach being implemented to empower the next generation?

14:00-14:45

Chaired by **Dr. Mody AlKhalaf, Senior Learning and Development Manager, Riyadh Air, Saudi Arabia**

Contributors:

- **Ray Gammell, Chief Corporate Development & Enablement Officer, Riyadh Air, Saudi Arabia**
- **Mohammed AlKhuraisi, EVP, Strategy & Business Intelligence, General Authority of Civil Aviation, Saudi Arabia**
- **Talal Nabil Kensara, Chief Strategic Management Officer, Diriyah Company, Saudi Arabia**
- **Niall Gibbons, Managing Director – Tourism, NEOM, Saudi Arabia**

Transformation Stage

Day 1 – Wednesday, 28 February 2024

15:00-15:45

Navigating New Horizons – The Public Sector's Journey as a Workforce Pathfinder

In the 21st Century, addressing global and national challenges requires enhanced collaboration between private and public sector organizations. Discover the new phases of capability building in the public sector, and the crucial role of organizational leaders as they strive to balance human capability requirements while preparing for the future. Using real-life examples to showcase 'live connection' between workforce demand and supply, the session will also give new insights into how to understand workforce dynamics, including through the implementation of KSA's Vision 2030. The impact of emerging technologies like generative AI and finance capability building will also be demystified.

Led by **Rupert McNeil**, Senior Government Advisor and Former Chief People Officer, UK Civil Service, Saudi Arabia

Experts:

- **Ismail Daham Alani**, Partner & Head – Government & Public Sector, Middle East, South Asia & Caspian, KPMG, Saudi Arabia
- **Rachel Coyle MBE**, Global Managing Director, Behavioural Insights Team (BIT), United Kingdom
- **Lord Francis Maude**, Chair, FMA & Former Minister for the Cabinet Office, United Kingdom
- **Hanan AlOwain**, Partner, Clients & Markets, KPMG, Saudi Arabia

16:00-16:45

Improving Workplace Readiness through Employee-Aligned Program Design

Creating effective education and training programs for graduates' workplace readiness is increasingly challenging due to technological influences and market disruptors. University faculty can enhance programs by understanding workplace needs and ensuring relevant content, but the associated costs pose significant financial and technical burdens. Despite challenges, preparing students for future job demands is crucial. Experiential learning's importance is growing, but limitations on employers' capacity for supervised internships add complexity. This session shares insights on employing this methodology in designing agricultural science diploma programs rooted in the Systems Approach to Training, commonly used in high-stakes sectors like defense and security.

Led by **Sally Jeffery**, Leader, Global Education & Skills Network, PricewaterhouseCoopers Dubai, United Arab Emirates

Experts:

- **Professor Bairbre Redmond**, Full Professor Emeritus for Higher Education, University College Dublin, Ireland

17:00-17:45

Sector Spotlight - Navigating Tourism's Career Landscape, Insights and Pathways for Youth

The session will explore the dynamic field of tourism and the careers it can offer, offering a comprehensive look at diverse opportunities within the industry. As well as providing an engaging discussion, audience Q&A, and practical insights, it will outline the multiple career paths in tourism as well as the skills, qualifications, and success strategies that are needed. Additionally, it will discuss a wide range of tourism quality assurance approaches, tools, and practices aimed at enhancing the industry's supply chain. Specifically, it will highlight initiatives such as TedQual and the Tourism Faculty Development certificates. As a driver of both sustainable growth and prosperity, this session also offers a chance to gain greater knowledge of how tourism is a sector that can have a positive impact on the well-being of individuals and our shared planet, as well as aligning with the United Nations Sustainable Development Goals (SDGs).

Led by **Luis Nicolás Barrios Medina-Montoya**, Innovation, Education & Investments Regional Manager, UN Tourism Regional Office, Saudi Arabia

Experts:

- **Dr. Abeer Atallah Alamri**, Quality and Evaluation Executive Director, Tourism Capability Deputyship, Ministry of Tourism, Kingdom of Saudi Arabia
- **Salman S. Gasim**, President, AHLEI, Saudi Arabia
- **Rod Smith**, Group Managing Director, Cambridge University Press & Assessment, International Education, United Kingdom

Transformation Stage

Day 2 – Thursday, 29 February 2024

Accelerating A Digitally Proficient and Upskilled Future in the Middle East

This session tackles practical solutions for accelerating skills development in the Middle East, addressing skills gaps, overcoming obstacles, and focusing on upskilling. It delves into the significant impact of generative AI and the potential of collaborative partnerships to bring about change and make a meaningful impact. The discussion also delves into how innovation can be applied to enhance skills development, offering various avenues to navigate towards a digitally proficient future.

10:00- 10:45

Led by *Pedro Moura: Partnerships Director, Coursera, United Kingdom*

Experts:

- *Jeff Maggioncalda, CEO, Coursera, United States*
- *Abdullah AlJamea, General Manager – Future Skills Initiative, Ministry of Communications & Information Technology, Saudi Arabia*
- *Mohamed AlSuhaim, CEO, Saudi Digital Academy, Saudi Arabia*
- *Professor Naeemullah Khan, Professor, King Abdullah University of Science and Technology (KAUST), Saudi Arabia*

Co-Piloting the Future: Human and AI Synergy in Decision Making

Delve in and discover how the continuous integration of AI is enhancing decision-making. Explore AI's role growing role as a co-pilot in key industries and how human-control is being maintained. Plus, join the experts to discuss frameworks around how to manage AI as a co-pilot, gain greater understanding of the ethical aspects, and how what can be done to prioritize human-centric AI approaches.

11:00- 11:45

Led by *Majid AlShehry, General Manager of Studies & Spokesperson, SDAIA, Saudi Arabia*

Experts:

- *Ohood Mohammed Al Nayel, Director, Apple Developer Academy, Saudi Arabia*
- *Sean Hinton, Founder and CEO, SkyHive Technologies, United States*
- *Tom Isherwood, Partner, Mckinsey & Company, United Arab Emirates*

Strategies for Engaging the Gen Z Workforce – The Game-Changing Generation

What are the key characteristics of Generation Z globally? How is talent competition changing and what is the 'flipped workplace?' What can senior leaders learn from Gen Z and what role is reverse mentoring playing? How is Gen Z challenging traditional business models for increased relevance and competitiveness? Discover the answers to all this and more, drawing from a 2-year study on workforce engagement, with case studies from Saudi Arabia, Europe and more.

13:00- 13:45

Led by *Ana Kreacic, Chief Knowledge Officer, Oliver Wyman Group & COO, Oliver Wyman Forum, United States*

Experts:

- *Ulises Brengi, Learning Experience Designer, Eidos Global, Argentina*
- *Michael Fraccaro, Chief People Officer, Mastercard, United States*
- *Alaina Percival, Co-Founder, Women Who Code, United States*
- *Anita Tiessen, CEO, YBI – Youth Business International, United Kingdom*

Unleashing Human Potential by Building a Policy Framework for Technological Empowerment

This expert-led session focuses on how technology can unlock the full potential of human capital in countries like KSA, and the urgent need for a policy framework to realize the benefits and mitigate potential risks. The experts will explore the intersection of generative AI and labor dynamics, focusing on the immense potential for innovation and productivity enhancement while carefully addressing associated risks. We will explore ways to craft a policy framework that maximizes the positive impact of generative AI on the workforce. The session aims to provide insights for policymakers seeking to navigate the evolving landscape of generative AI in the labor context, promoting a balance between technological advancement and ethical considerations to create a more inclusive and sustainable future of work.

14:00- 14:45

Led by *Rudolph Lohmeyer, Partner, Kearney and Head, National Transformation Institute, Global Business Policy Council, United Arab Emirates*

Experts:

- *Marco Vasconi, Partner, Kearney, United States*
- *Andreas Schleicher, Director for Education & Skills, OECD, France*

Transformation Stage

Day 2 – Thursday, 29 February 2024

15:00-15:45

Advancing the Impact of Women on National Development

This presentation will highlight the National Observatory for Women's experience in developing the Women Participation in Development index (WPD) and strategic plans to enhance women's performance across various fields. The WPD includes indicators reflecting women's participation and impact on national development through five pillars, using carefully selected variables. The construction involves stages such as data allocation, national surveys, normalization, weight assignment, focus groups, pilot testing, and final measurement. The index, consisting of 54 indicators, measures the gender gap in health, education, economy, social engagement, and legislative structure to assess gender equality. Its holistic methodology can be applied to any national dataset, benefiting many nations. At a micro level, WPD detects variations within sectors, aiding decision-makers in sharing knowledge and best practices. At a macro level, it allows for cross-national comparisons of women's participation in development. The WPD's adaptability enables customization for local or global needs, empowering decision-makers to optimize the index's benefits.

Led by **Prof. Abir AlHarbi, Head, WPD Index Committee, National Observatory for Women, Saudi Arabia**

Experts:

- **Dr. Hanaa AlMoaibed, Visiting Research Fellow, London School of Economics & Political Science, United Kingdom**

16:00-16:45

The Rise of the Bionic Worker – What are the Latest Insights?

The Saudi Arabian labor market is poised for significant upheaval in the coming years, driven by both global and Saudi-specific disruptions. Technological advancements, social and demographic shifts, and Vision 2030 programs are all poised to transform the nature of jobs and skills. In this report, we will explore the impact of five key technological shifts – generative artificial intelligence (AI), robotics, the metaverse, GreenTech, and autonomous vehicles (AV) – on the skills that will be needed in the kingdom over the next 15 years. We will also discuss advancements required in the life learning space to uptake the required skills just in time and just in context.

Led by **Anton Stepanenko, Partner & Associate Director – Education, Employment & Welfare, Boston Consulting Group**

Experts:

- **Hani AlAhdal, VP, HR Center of Excellence, STC, Saudi Arabia**
- **Dr. Tahani AlDosemani, Skills & LLL Program Manager & Senior Advisor, Education & Training Evaluation Commission, Saudi Arabia**
- **Pavel Luksha, Director, Global Education Futures, The Netherlands**
- **Anderson Tan, Director, Xprienz, Singapore**

Success Stage

A specialized platform presenting Saudi case studies and success stories through individual narratives and panel discussions. Showcasing lesser-known examples of achievement and resilience, these sessions not only bring inspiring stories to the audience but also emphasize the core themes of unleashing potential and maximizing resilience, central to HCI.

Success Stage

Day 1 – Wednesday, 28 February 2024

11:30-11:35

Opening of the KSA Success Stage

- *Jood Wasel AlHarthi, International Lawyer and Peacebuilding Advisor, United States*

11:35-12:00

Unveiling the Power of Aesthetics - Fashion as a Social Impact Tool

Step into the vibrant world of fashion's social tapestry, where threads of creativity intertwine with threads of empowerment. Join us as we unravel the transformative potential of style, igniting a vision for a future where every stitch sews a story of resilience and progress.

- *Amani AlKhiami, Global Engagement Program Manager, Misk Foundation, Saudi Arabia (Moderator)*
- *Honayda Serafi, Founder & Creative Director, HONAYDA, Saudi Arabia*

12:00-12:25

Beyond Borders, Beyond Boundaries – Forge Your Future and Become a Global Changemaker

In today's interconnected world, the ability to collaborate across cultures and disciplines is essential for tackling global challenges and shaping a brighter future. This session delves into Jood's journey to becoming a global changemaker, sharing the journey to becoming resilient with skills, a strong an open mindset geared towards international collaboration.

- *Dr. Hanaa AlMoabed, Visiting Research Fellow, London School of Economics & Political Science, United Kingdom (United Kingdom)*
- *Jood Wasel AlHarthi, International Lawyer and Peacebuilding Advisor, United States*

13:00-13:15

More than Medals – Unleashing Your Potential through the Power of Sport

This session features an inspiring individual, Abdullah, who has defied limitations and carved his own path to success. He will share his journey, not just as a champion in his respective fields - karate and horseback riding - but as an individual who has built invaluable life skills along the way. This session will showcase how facing obstacles can become opportunities for growth, how passion can ignite self-discovery, and how dedication can unlock a wellspring of transferable life skills.

- *Abdullah AlJuaid, Para-Karate Gold Medallist in Asia, Saudi Arabia*

13:15-13:35

A Picture Conveys 1000 Words – The Hidden Power of Art and Animation

Images - they can convey meaning without words, transcend boundaries and spur action. In this exclusive session, Malak Nejar shares how animation can act as an enabler for resilience, why visual storytelling can build cultural divides and shares how to harness the power of art and animation.

- *Mo Islam, Host, The Mo Show (Moderator)*
- *Malik Nejer, Film Director, Myrkott, Saudi Arabia*

13:35-14:00

Career Compass – How to Bridge the Gap between Talent and Opportunity

Join Faysal, the Co-Founder & COO of Scalars, an exciting new HR tech company as he takes us through his entrepreneurial journey and why he felt compelled to look at how the gap can be bridged between talent and opportunity. What can young people do to become changemakers, and to thrive in today's world of rapid change? Plus, discover what can be done to connect individuals to opportunities, resources and training to create engagement, opportunity and unleash potential as well as maximising resilience.

- *Ahmed Wafa, Entrepreneur, Saudi Arabia (Moderator)*
- *Faysal AlGhethber, Co-Founder & Chief Operating Officer, Scalars, Saudi Arabia*

14:00-14:20

Beyond Borders – Cultural Communications across Nations

Travel opens the mind, but many are seeking authentic, unique experiences beyond the typical tourist experience. How can you expand your mind and enrich your life experiences through travel? Thawab shares his lived experiences in using travel to bridge cultures, appreciate the diverse tapestry of human experience around the world. This session is hosted by Thawab AlSubie, doctor, keen traveller and host of his own YouTube Channel Sai7 Tube.

- *Dr. Thawab AlSubaie, Host, Sai7 Tube, Saudi Arabia*

Success Stage

Day 1 – Wednesday, 28 February 2024

14:20-14:35

Future-proofing Your Talent – What Skills and Mindset do you Need for Tomorrow's World?

This session delves into the new ways to make your talent future-ready, highlighting the critical skills and mindsets that can empower individuals and organizations to thrive in the years to come. Journey through the new landscape with Aljazzy AlAhmady who obtained her mechanical engineering degree from Massachusetts Institute of Technology (MIT) in 2023. During her time at MIT, Aljazzy published her first co-authored paper, raced an autonomous Indy Car across the US, served as MIT Arab Student President of the MIT Arab Student Organization.

- **Manal Quota, Strategy Director, Human Capability Development Program (HCDP), Saudi Arabia (Moderator)**
- **Aljazzy AlAhmady, Thermal Controls Engineer, Tesla, United States**

14:35-15:00

Meet the Young Entrepreneurs Revolutionizing Convenience Culture

Discover the critical and dynamic world logistics transformation with two visionary young entrepreneurs who are revolutionizing the delivery landscape. Discover why they want to disrupt traditional models through cutting edge technologies whilst putting sustainability front and center. What has their entrepreneurial road been and how have they tackled the competitive world of on demand services? What was Abdulrahman AlShabanat's reason for starting his food-delivery app The Chefz and what attracted Naif AlSimri to found what is now one of the largest delivery platform's in in the region?

- **Anas AlMudaifer, CEO, Human Capability Development Program (HCDP), Saudi Arabia (Moderator)**
- **Abdulrahman AlShabanat, Founder and CEO, The Chefz, Saudi Arabia**
- **Naif AlSimri, Co-Founder, CMO & COO, MRSOOL, Saudi Arabia**

15:00-15:20

Rewriting the Future through the Power of Archeology

Join Hassa Marwan AlSudairy, CEO of the Antiquities Association as she shares her pursuit of deepening the understanding of Saudi Arabia's vast historical contributions and ensuring that our treasures are both protected and celebrated. Plus, gain deeper understanding into how archeology can help us understand the lessons of the past to increase our resilience for the future.

- **Ramia Farrage, Moderator, United Arab Emirates (Moderator)**
- **Hassa Marwan AlSudairy, CEO, Antiquities Association, Saudi Arabia**

15:20-15:45

The Expo 2030 Entrepreneur – Creating a Platform for Global Impact

Witness the remarkable evolution of Mansour AlSanooni, a pioneering startups developer destined to shape the future at Expo 2030. This session unravels Mansour AlSanooni's vision and determination around his Exponeur.com platform, an initiative designed to help aspiring entrepreneurs to showcase their products at the World Expos that take place every 5 years. Plus, why does entrepreneurial thinking matter now more than ever as we get #FutureReady?

- **Rayan AlTurki, Saudi Arabia (Moderator)**
- **Mansour AlSanooni, Founder and CEO, AlSamhania Real Estate Development, Saudi Arabia**

15:45-16:10

Rising Stars or How to Fuel Global Competitiveness Now

How is youth putting itself front and center to not only compete, but gain attention on the global stage? Bakar Madani, who focuses his consulting practice on the public sector, and serves as a board member for several non profit organizations including Nuqsh, which connects Saudi youth to globally prestigious opportunities to build a resilient future generation, as well as being a Misk Fellow. Sharing the stage with him is Faisal AlBizioui who uses his interest in global affairs to grow the first recognized Model United Nations program in Saudi Arabia from an 8-member club to one with over 3,500 applicants. Now is the time to think global - but how do you do it in practice?

- **Abdulrahman AlTimani, Project Manager, MiSK Foundation, Saudi Arabia (Moderator)**
- **Bakur Madani, Board Member, Nuqsh, Saudi Arabia**
- **Faisal AlBizioui, Founder & CEO, EDAD, Saudi Arabia**

16:10-16:25

Mastering the Game – The World of Esports Pioneers

What compelled Waleed AlShamali and Najd AlAyyaf to pursue esports to the highest levels? How do they navigate the competitive nature of esports and this entirely digital world to hone their skills and what has their journey to greatness involved, both high and low? We meet them to explore the mindset, dedication and strategies behind their success and as they share their most valuable lessons learned as well as what the advice they would share with other enthusiasts.

- **Ahmed AlKhalaf, Senior Communications Manager, Saudi Esports Federation (SEF) (Moderator)**
- **Waleed AlShamali, Coach, Saudi National Team and Twisted Minds, Saudi Arabia**
- **Najd AlAyyaf, Esports Player, Saudi National Team & Twisted Minds, Saudi Arabia**

Success Stage

Day 1 – Wednesday, 28 February 2024

16:25-16:45

Unscripted Success: Overcoming Obstacles and Achieving Cinematic Dreams

Faisal Abdulaziz Baltyour is a pioneer in the burgeoning Saudi film scene. How we give the next generation to work in this industry discover its potential and give the tools to thrive in it? Plus, we dive into Faisal's own career journey.

- *Mo Islam, Host, The Mo Show (Moderator)*
- *Faisal Abdulaziz Baltyour, Film Producer & CEO, CineWaves Films, Saudi Arabia*

16:45

Close of Success Stage Day 1 and final Closing Remarks

Success Stage

Day 2 – Thursday, 29 February 2024

10:00-10:05

Opening of the KSA Success Stage

10:05-10:35

Sowing Your Youthful Gifts in a Land Fertile with Opportunities

This session will take us to safe spaces for exploration! Hanady & Faisal will unveil a transformative approach to gifted education, shifting the focus from mere competition to cultivating resilience and unleashing the true potential of gifted young minds.

- *Hanady Oraif, Pre-Med Student, King Abdulaziz University, Saudi Arabia*
- *Faisal AlMuhaish, ISEF 2023 Winner, Saudi Arabia*

10:35-10:50

Intangible Assets, Tangible Benefits – Building Future-Ready Communities by Celebrating our Cultural Identity

In an era marked by rapid globalization and social change, communities worldwide are grappling with diverse challenges, harnessing the power of cultural identity emerges as a potent strategy for fostering resilience and promoting community well-being. This engaging session will explore an unconventional yet effective approach to community development: leveraging cultural identity as the cornerstone for resilience and prosperity.

- *Dr. Amal AlAbduljabber, General Manager, Education, Innovation and Research, Ministry of Culture, Saudi Arabia (Moderator)*
- *Dr. Alhanoof AlDegheishem, Associate Professor & Author, Saudi Arabia*

10:50-11:15

Elevate, Empower, Excel – Saudi Women Redefining Esports Excellence

This session shines a light on a young Saudi female E-sports champion, shattering barriers and redefining excellence in the competitive gaming world. Witness her journey and discover how her passion for E-sports is not just about winning, but about empowering herself and paving the way for a brighter, more inclusive future.

- *Ahmed AlKhalaf, Senior Communications Manager, Saudi Esports Federation (SEF), Saudi Arabia (Moderator)*
- *Modhi AlKanhal, Pro Esports Player, Falcons Esports, Saudi Arabia*

11:15-11:40

Style without Borders – Creating an International Fashion Phenomenon

- An inspiring session featuring a young entrepreneur who has defied the odds and taken his business from local roots to global heights. Discover the key strategies, challenges, and lessons learned on the path to international success in the competitive fashion industry. This session will showcase the power of youth entrepreneurship and the potential for ambitious young individuals to make a mark on the global stage, and proving that passion and innovation **can** rewrite the rules.

- *Sohail AlRazeen, Saudi Arabia (Moderator)*
- *Fahad AlJomiah, Co-Founder and CEO, 1886, Saudi Arabia*

11:40-12:15

Scaling Up our Impact – From Local Solutions to Global Reach

This session features two exceptional researchers with diverse pursuits, one who scaled a groundbreaking startup tech, and the other who developed lifesaving vaccines through bioengineering. Witness their journeys and discover how local solutions, nurtured with passion and vision, can translate into global impact.

- *Manal Quota, Strategy Director, Human Capability Development Program (HCDP), Saudi Arabia (Moderator)*
- *Dr. Iman AlMansour, Assistant Professor – Biomedical Engineering & Biotechnology, Imam Abdulrahman Bin Faisal University, Saudi Arabia*
- *Faisal Nawab, Professor, University of California Irvine, United States*

13:00-13:20

From Vision to Reality – Exploring the Entrepreneurship behind Innovative Delivery Apps

MRSOOL is making founders' dreams come true, how did it start and what can it tell us about the importance of entrepreneurial human capital?

- *Ramia Farrage, Moderator, United Arab Emirates (Moderator)*
- *Ayman AlSanad, Co-Founder & CEO, MRSOOL, Saudi Arabia*

Success Stage

Day 2 – Thursday, 29 February 2024

13:20-13:40

Tech Powered Tourism – What it Is, Why it Matters

Just what is tech-powered tourism? Discover how technology is being used to empower communities, enhance traveller experiences and drive sustainability in the tourism industry. Dr. Hanim also explains how this new approach can empower local voices and give communities a true seat at the table as well as promoting cultural heritage and fair distribution of tourism benefits.

- *Rima AlMedaires, Communications Advisor, Ministry of Economy & Planning, Saudi Arabia (Moderator)*
- *Dr. Hanim M. AlSubaie, Founder & CEO, Darent, Saudi Arabia*

13:40-14:00

Locally Rooted, Globally Connected – Scaling Solutions that Serve Human Needs

Dr. Abulaziz AlSaeed co-founded the social learning platform Noon, allowing students to harness the power of community by studying with friends in groups, compete with one another and learn from top tutors in their live classes. Launched in 2013 with just two tutors and less than 30 students, Noon has served more than 18 million students and has 1,500 certified tutors across Asia and Africa. How can we harness the power of local ideas and scale them for global impact

- *Bakur Madini, Board Member, Nuqsh, Saudi Arabia (Moderator)*
- *Dr. Abdulaziz AlSaeed, Co-Founder and COO, Noon Education, Saudi Arabia*

14:00-14:30

The Final Frontier – What Space Exploration Can Teach us about Human Capability?

This session reimagines "The Final Frontier" not just as a physical destination, but as a crucible where humanity's strengths are forged and amplified. Ghaida will share inspiring insights gleaned from space exploration, shedding light on the relentless pursuit of knowledge, unveiling the pioneering spirit and unwavering curiosity that drive them to venture into the unknown, pushing the boundaries of human capabilities

- *Amani AlKhiami, Global Engagement Program Manager, Misk Foundation, Saudi Arabia (Moderator)*
- *Ghaida AlTuwijri, Co-Founder and CEO, Falak for Space Science & Research, Saudi Arabia*
- *Rayyanah Barnawi, Astronaut and Biomedical Researcher, Saudi Arabia*

14:30-14:50

Fintech Horizons – Revolutionizing Payments for Tomorrow's Financial Landscape

Tamara is the leading fintech platform to shop, pay and bank in Saudi Arabia and the wider GCC region, and Saudi's first fintech unicorn. Meet Abdulmohsen AlBabtain, Co-Founder and Head of Payments as he shares the Tamara story and what it means to break new ground. How did Tamara transform the world of digital payments and leverage technology?

- *Abdulmohsen AlBabtain, Co-Founder and Head of Payments, Tamara, Saudi Arabia*

14:50-15:15

Achieving Unbridled Triumph in the Face of Obstacles – My Lessons Learned

Nora Abdullah AlJabr began her journey as a horsewoman and equestrian at the tender age of 9, now, she arches, does tent pegging, fences and is a leading advocate and face of heritage pursuits of the Arabian Peninsula. How do these skills unlock a wealth of transferable life skills and how have they facilitated not only self-discovery, but resilience?

- *Nora Abdullah AlJabr, Horseback Arab Martial Arts Trainer, Saudi Arabia*

15:15-15:40

Artist in Conversation with Noura bin Saidan

The next generation of artists is thriving in Saudi Arabia, and one of them is Noura bin Saidan. She is interpreting and showcasing contemporary Saudi Arabia in the Kingdom and to the world. What does art mean to her and where did her artist's way begin?

- *Dr. Amal AlAbduljabber, General Manager, Education, Innovation and Research, Ministry of Culture, Saudi Arabia (Moderator)*
- *Noura bin Saidan, Saudi Artist, Saudi Arabia*

Success Stage

Day 2 – Thursday, 29 February 2024

Pioneering the New Future of Handicrafts

Handicraft production is a small-scale production of products using manual labor. In this captivating session, Alnajem will share his journey and insights on the evolving landscape of handicrafts. Explore how traditional practices are adapting and thriving in the modern world and why they matter to preserve and honour cultural legacies.

15:50-16:05

- *Amani AlKhiami, Global Engagement Program Manager, Misk Foundation, Saudi Arabia (Moderator)*
- *Saud bin Abdulmohsen AlNajim, Certified Craftsman & Owner, Darkmak Project, Saudi Arabia*

Where Words Fail, Music Speaks

For many, music is life and an essential part of their being. Music can transport us to worlds afar, express and connect with our emotions. Imagine the thrill of captivating an audience with your voice, yet battling fear within, needing to sing, yet battling stage fright. This session also includes a musical performance.

16:05-16:30

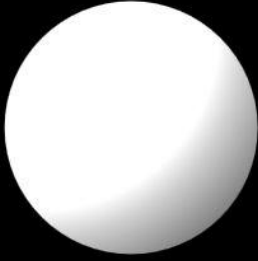
- *Abdullah AlHussain, Executive Creative Director, Jam Studio, Saudi Arabia (Moderator)*
- *Abdulaziz AlMuanna, Saudi Artist and Musician, Saudi Arabia*

16:30-16:45

Close of Success Stage Day 2 and Final Closing Remarks



Human Capability Initiative
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