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Hani Algabba shares his journey in Metaverse Technology

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Editor's Note

Hello Reader,

Get ready to ignite those creative engines because we're about to take this issue to new heights! With every article, every story, and every insight, we're not just sharing knowledge—we're sparking a revolution in HR and Learning that will inspire, engage, and transform our readers like never before!

Our mission? Simple: To deliver content that's not just read, but felt. We're talking articles that make hearts race, interviews that spark "Aha!" moments, and stories that leave a lasting impact on every professional who turns through our virtual pages.

This isn't just another issue—it's a rallying cry to every HR and L&D professional out there. We're here to challenge the status quo, break boundaries, and set the stage for the future of work. We're creating a buzz that's going to resonate across the industry, from boardrooms to break-rooms, and everywhere in between.

We are the ones who bring the human back into Human Resources, the learners back into Learning & Development, and the wowfactor into every single piece we produce. Let's make this issue not just a success, but a phenomenon!

So, buckle up and let's unleash our creativity, passion, and power to create something that's not just good—it's outrageously outstanding and outshining awesomeness! Let's make this issue a knockout, together!

Remember, we're not just a magazine. We're a movement. Let's make some magic happen! Here's to creating something

Extraordinary.

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Maggie Williams



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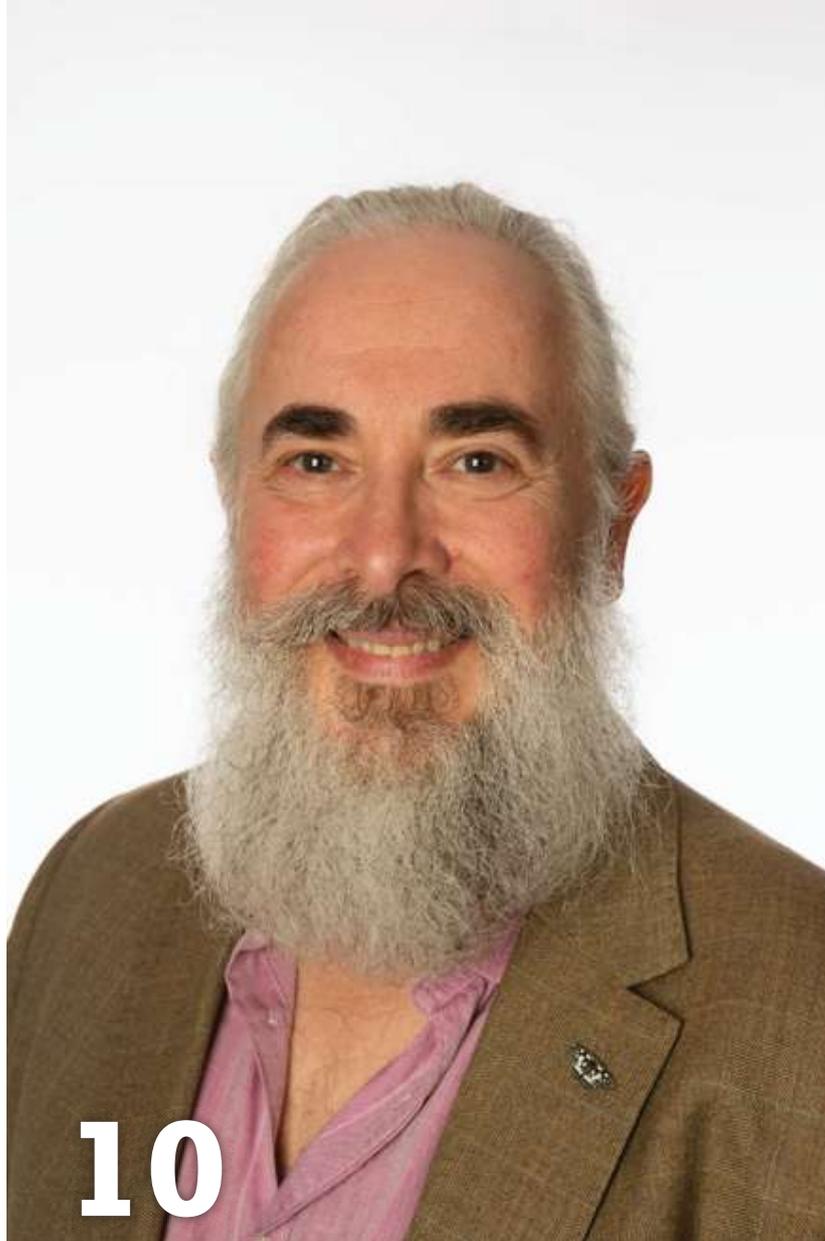
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Spotlight on Hani Algabba, CEO & Founder, Motion One Media & Leenium Technologies

Hani Algabba shares his journey in Metaverse Technology

Can you tell us about yourself and your experience in Metaverse technology?

My journey with Metaverse technology began in 2016 when I got my first VR headset, the Gear One. At that time, I had to insert my mobile phone to create a virtual world, and from that moment, I was captivated by the possibilities of this technology. I explored its potential every day, especially how it could be applied to various industries. My first venture was in real estate, where I created 3D virtual tours for clients.

I followed the technology closely, learning about every new feature and purchasing each new headset as they were released. By 2019, I decided it was time to create my own virtual world. In fact, I conceptualized the idea of the Metaverse in 2020, even before Mark Zuckerberg's announcement in 2021. Since then, my team and I have been working diligently to develop solutions in the Metaverse, which I firmly believe is the future of education, business, and communication.

Tell us about Leenium. How would you describe the nature of your business?

Leenium was officially founded in 2022, but our team has been working together since 2020 to develop our own Metaverse solution. We specialize in creating smart technologies, particularly in the areas of Metaverse solutions, artificial intelligence (AI), and the Internet of Things (IoT). We believe these three sectors are among the most promising for the future, and we're committed to shaping their development.

What are the biggest challenges you face in the Metaverse market?

One of our biggest challenges is educating people about the Metaverse.



Hani Algabba, CEO & Founder, Motion One Media & Leenium Technologies

Since the technology is still relatively new, many are unfamiliar with its benefits and how it can enhance their businesses. It takes extra effort to bridge that knowledge gap, but we believe that within the next 2-3 years, more people will become familiar with it, and the market will experience rapid growth.

What needs to happen to make this technology more accessible?

We need to continue investing time and resources into educating people about the Metaverse and its vast potential, particularly in sectors like education and training. This technology can revolutionize e-learning, e-commerce, real estate, and entertainment. Governments also have a role to play by

implementing supportive laws and regulations to create a solid infrastructure that will help the market grow and flourish.

Where do you see Leenium heading in the next five years?

We have strong faith in this technology, and that belief drives us forward. Our goal is to continue developing and delivering smart solutions, positioning Leenium as a leading company in the technology market. We're also working on building our own Metaverse world—a smart virtual city that will host a wide range of virtual businesses. We plan to launch this next year, and it will be a key milestone for our future growth ♦

Spotlight on George Wescott, founder of LessonLab AI

George Wescott , shares how AI will change the teaching profession



LessonLab is designed not to replace teachers but to assist them, helping to ease their administrative burdens while creating unique learning experiences for students.



George Wescott, founder of LessonLab AI

What is LessonLab and why did you create it?

LessonLab is a collection of over 80 AI tools specifically designed to support teachers and educators navigate the challenges of the profession. As a primary school teacher myself, I began to experience some the benefits that AI Large Language Models (LLMs) offer but felt that this needed to be refined and tailored to the requirements of a teacher. LessonLab was officially founded in 2023 and has grown to support over 30,000 teachers since. It is in no means designed to replace a teacher but instead is an assistant to a teacher to help ease their time-consuming admin tasks whilst

creating unique learning experiences for students.

What are the challenges of being a teacher and how does LessonLab overcome them?

I believe that when you strip back the job of being a classroom teacher to its fundamental duties, you are expected to plan, teach and mark a lesson. Let's say you have 8 hours and you teach 6 lessons in this time. That leaves you with 2 hours to plan lessons (30-45 minutes each) and mark the lessons (20-30 minutes per lesson). I don't need the help of AI to tell you those numbers don't quite match up. Now imagine you have to email 3 parents about a minor incident, update the school's social media accounts, support a student who doesn't speak English and have a restorative justice session with the 3 friends who fell out. It's endless. Let LessonLab craft those emails in a matter of seconds, create a Language Board so your ELL student can communicate with you, give you a structure for the restorative session dialogue and let LessonLab help you by giving you a starting point for your lesson plan!

How does LessonLab leverage technology to enhance education and learning experiences?

In its current state, LessonLab utilises a collection of different AI platforms, tailored for education. I personally don't believe there is a single role of a teacher that is too demanding. What I believe the

dissatisfaction amongst teachers is, is the combination of many small tasks which, when piled up, is beyond reasonable expectations. AI can reduce the time taken for these tasks.

What is the pushback you receive with regards to AI and education?

This is a great question and a very easy one to answer. 'AI creates lazy teachers'. AI in education is all about efficiency and streamlining the duties of the profession. My biggest fight is with AI reports. 'AI doesn't know my child and so this report isn't tailored'. This is a huge a misconception. LessonLab only takes the truthful data collected throughout the year by the teacher and turns it into paragraphs rather than bullet points. I challenge anyone to read a conventional report, and one written by LessonLab AI, and accurately tell them apart. Why spend 45-60 minutes writing one student's report when the whole class can be done as accurately in 2 hours?

What is the future of LessonLab?

Currently, LessonLab is very much focused on ways to support teachers in schools and

we have started rolling out some tools to support students such as our Chat With History, a fantastic way to hook students into a new topic, and Language Boards, a unique way to use AI to help students communicate. Our next focus is going to be on data-driven learning pathways, engraining LessonLab in a school's pedagogy and not just be a tool to use 'as and when needed'. Constant data analysis and assessment to help personalise a student's learning pathway is the future of AI in education ♦

Transforming Corporate Training in the Middle East with AI

Asma A Shaikh, Co-founder and MD of Enthral.ai, discusses how AI is rapidly changing the HR scene

Across the Middle East, Artificial Intelligence (AI) is making great inroads into industries, enhancing different aspects of their operations, including workforce Learning and Development (L&D).

The region's rapid economic diversification efforts, particularly in countries like the UAE and Saudi Arabia, require a highly skilled workforce. Additionally, the significant investment in smart city initiatives and digital transformation across the region requires advanced training solutions in areas of AI and other technologies.

As per a PwC study, the Middle East is expected to contribute 2% to the global AI advantages by 2030, amounting to approximately \$320 billion.

There's never been a better time to capitalize on the power of AI to boost corporate training. One way is by leveraging AI-powered learning platforms, such as LMS and LXP, that offer dual benefits of personalization and automation for all L&D stakeholders.

AI for L&D and Talent Teams

AI-powered LMS and LXP can completely revolutionize the way L&D and Talent Teams create and deliver everything, from learning experiences to talent management processes.

Hyper-Personalization: At a time when engaging learners is so critical, L&D teams need tools that can enable them to effortlessly create personalized content. AI-driven Content Authoring tools help generate customized audio and video elements based on input parameters such as learner preferences, their proficiency levels and overall learning objectives.

Instant Insights: AI-driven tools provide L&D with rapid executive summaries for



Asma A Shaikh, Co-founder and MD of Enthral.ai

research papers, learning topics and compliance circulars. With natural language processing and machine learning algorithms, these tools analyse and summarize complex documents in a short amount of time.

Skill Assessment: Assessment Builders powered by AI can be the go-to tool for L&D teams as they create personalized assessments aligned with learners' knowledge levels.

Assessment Integrity: AI-powered proctoring solutions enhance integrity of tests with object detection and user identification technologies. These tools use AI to detect and prevent instances of fraud and cheating during assessments.

Ensuring reliability of test results while safeguarding integrity allows L&D teams to assess learners' knowledge with greater confidence.

Talent Management: Robust AI-driven FRAC Modelling tools are essential in the talent management arsenal since they enable creation of job descriptions, Key Result Areas (KRAs) and competency models.

Employee Engagement: AI-enabled tools provide L&D and talent teams with deeper insights into employee feedback and survey responses. Through sentiment

analysis and predictive analytics, these tools uncover important insights about employee attitudes, preferences, and engagement, empowering talent teams to address engagement effectively.

AI for Learners

AI LMS and LXP also boost learner engagement through personalized, in-the-flow-of-work learning, meeting their current skill needs as well as making them future-ready.

Skill Development: AI-powered Skill Builder Suites in LMS and LXP analyse individual learner data, such as their performance, preferences and career aspirations, and then create personalized skill development plans.

Just-in-time Learning: AI-powered contextual and semantic search functionalities in LMS and LXP enable learners to access relevant learning resources precisely when they need them. Similarly, AI chatbots provide instant support for queries by delivering accurate information on-demand. By understanding the context of the query.

Real-World Training: With features like Sales Mastery Simulators in LMS and LXP driven by AI, sales teams get realistic scenarios to hone their sales skills. By simulating sales situations, AI identifies areas for improvement and offers targeted coaching.

Virtual Coaching: AI-powered productivity assistants in LMS and LXP offer on-demand support and guidance to learners by acting as virtual coaches or mentors.

Key Takeaways

The L&D landscape in the Middle East is changing fast, thanks to tech advancements and shifting workforce trends. AI is at the core of it all, and it is not slowing down anytime soon ♦

Striking the Right Balance: Optimal L&D Investment Strategies

Colin Smith, Founding Partner, Cognitive Union, asks - Are we prioritising convenience over effectiveness in the quest for scalability and cost effectiveness through on-line learning?

Over recent years, our industry has plunged into virtual, asynchronous learning, drawn by its scalability and cost-effectiveness per learner. This shift has spurred advancements in personalisation, video content creation, and AI tools for targeted learning. However, it feels like we might be prioritising convenience over effectiveness.

Before my career in L&D, I spent 25 years in media/marketing, an industry that was an early adopter of digital transformation. The impact of



Colin Smith, Founding Partner@Cognitive Union/ Global Learning specialist

digital advertising was measurable and led to significant business growth. Unfortunately, the same cannot be said for L&D's digital transition. The shift to digital learning platforms lacks solid evidence of superior performance compared to traditional methods. It seems driven more by the promise of "doing more with less" than by proven outcomes.

Budget constraints and the empowerment of self-paced learning are valid points, but we

must ask: which methods truly achieve learning outcomes, retention, application, behaviour change, capability, and performance improvement?

At Cognitive Union, we emphasise that not all learning methods yield the same results. The focus should be on impact and outcomes. Do learners change their behaviour, improve their performance, or contribute more effectively to the organisation as a result of their learning?

We believe synchronous learning and leadership workshops offer distinct advantages. Besides fostering engagement,

Delivery method	Session	Facilitator	Venue	Travel	Accomm	Time away from desk	Content Development/ acquisition	Platform	Cost per Participant
Synchronous In-person	Exx	Exx	Exx	Exx	Exx	Exx	Exx	Exx	£300.00
Synchronous Virtual	Exx	Exx	Exx	Exx	Exx	Exx	Exx	Exx	£250.00
Asynchronous Virtual	Exx	Exx	Exx	Exx	Exx	Exx	Exx	Exx	£50.00

community, and immediate feedback, they drive more impactful outcomes.

Effectiveness		
Confidence increase	Performance improvement	KPI movement

The Gap in Research: From Education to Workplace Learning

Most research comparing synchronous and asynchronous learning focuses on the education sector, with limited attention to workplace learning. Studies indicate that synchronous environments promote better engagement and immediate feedback, crucial for effective learning.

Cost Considerations in Corporate Training

The trend towards virtual asynchronous learning is driven by scalability and lower costs. While it's more economical, effectiveness and impact should not be compromised. The

ultimate goal is to enhance performance, capability, and execution.

Probably because of a lack of evidence, all too often the calculation might go something like:

If we were to add a few more columns on the end of this sheet, we would advocate something like:

What we're looking for here is to uncover the impact of the learning. If it costs more per head, but it impacts performance more, then we are getting closer to being able to allocate budget to drive results.

Why We Believe Synchronous Learning Delivers Better Outcomes

- 1. Enhanced Engagement and Interaction** - encourages real-time interaction, leading to higher engagement and satisfaction. Immediate feedback and peer interaction deepen understanding and retention, crucial for workplace performance.
- 2. Building a Sense of Community** - Real-time interaction fosters stronger connections among participants, essential in corporate settings, enhancing team performance and morale.
- 3. Immediate Feedback and Adaptability** - Instructors provide immediate feedback in synchronous setting. Delays in feedback common in asynchronous formats can lead to confusion and disengagement.
- 4. Reduced Cognitive Load**-Synchronous learning reduces cognitive load, allowing participants to focus more effectively on the material, facilitating better processing and retention.
- 5. Accountability and Participation** - Synchronous environments promote accountability and active participation, driving higher levels of engagement and commitment.

Measuring the Impact on Performance and Capability

The most critical outcome of any learning programme is its impact on performance, capability, and execution. Research shows that synchronous learning environments, through higher engagement and immediate feedback, significantly enhance these outcomes. This leads to improved productivity, better team collaboration, and overall performance.

A Balanced Approach

While we recognize the benefits of asynchronous learning, we advocate for a balanced approach based on evidence. The rush to asynchronous learning should be reconsidered in favour of methods that deliver proven results ♦

The Myth of Workplace as Family: A Reality Check on Workplace Loyalty

Positive workplace relationships are valuable, just be realistic, says Rohit Bassi, ROI talks Dubai

A Reality Check on Workplace Loyalty is that it's a contract, not a family bond.

You are delusional and under a terrible misconception that your workplace is your family.

Many warned me about this manipulative deceptive belief but I had to experience it to learn the truth.

The Illusion of Workplace Family

I am sharing a personal experience that fundamentally changed my view of the workplace.

For years, I was under the illusion that my workplace was like a second family.

I believed that hard work, dedication, and high performance would solidify my place in the company and that mutual loyalty existed.

The Wake-Up Call

The stark truth hit me when I was made redundant. Despite being a high performer, the decision was political.

It was a wake-up call when HR explicitly told me that, in the company's eyes, I was just a number in their business book.

The Bottom Line Reality

This experience taught me that no matter how much you give to a company, the bottom line always takes precedence over individual contributions, especially when workplace/ office/ corporate politics is at play.

A Balanced Perspective

This isn't to say that positive workplace relationships aren't valuable or that every organization views its employees this way.

But it's a reminder to maintain a realistic perspective on our role in a corporate structure.



Learning and Moving Forward

The idea of a workplace as a family can be comforting, but it's crucial to remember the fundamental nature of the employer-employee relationship.

I've learned to diversify my sources of personal fulfilment and professional satisfaction.

I invest in relationships and activities outside of work that provide emotional support and a sense of belonging.

This balance has given me a more grounded and pragmatic approach to my career.

Encouraging Reflection and Value

I'm sharing this to encourage others to reflect on their situations.

It's essential to find a workplace where you feel valued and respected.

At the same time, it's equally important to have a clear-eyed view of the nature of professional relationships.

The Importance of Workplace Well-being

Having a great workplace certainly improves well-being, increases productivity and allows you to distinguish between wholesome and unwholesome.

Without a doubt, you may form a strong bond with some of your colleagues that will pass the boundaries of the workplace.

Conclusion: Embracing Loyalty - Finding Balance in Professional Relationships

Indeed, recognizing the value of loyalty in the workplace is essential. While companies may not be families, the principles of loyalty and commitment can significantly contribute to a culture of trust and mutual respect.

This understanding doesn't diminish the importance of setting professional boundaries; rather, it underscores the role loyalty plays in creating a supportive and productive environment.

Let's strive for a balance where loyalty enhances our professional lives, ensuring we feel valued and respected, while we continue to invest in our personal growth and fulfillment ♦

Are We Making a Mistake- by Aspiring to be Skills-based Organisations?

David Perring the Chief Insights Officer at the Fosway Group says to focus on task-based work for future success.

Skills is one of the hottest topics in HR strategy and HR tech today.

years if it continues its current path. It's difficult not to hear about it from industry, almost as much as AI and analytics. Consistently over the past five years HR professionals have been telling us through our HR Realities Research that the availability of talent is their organisation's number one priority, and the scale of the challenge of having the best people, doing the right work at the right time is significant.

77% of organisations report significant skills gaps

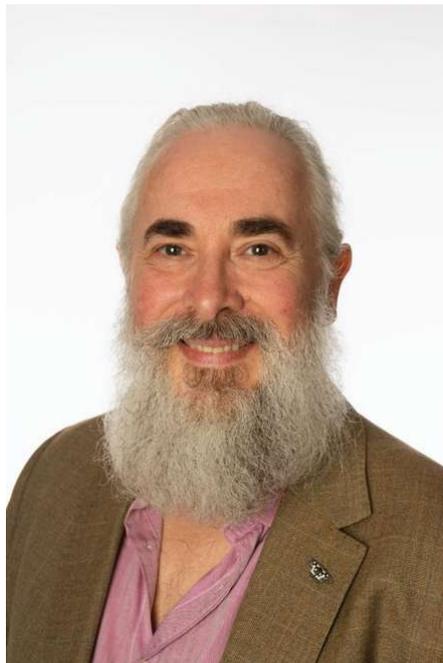
These gaps are truly debilitating, inhibiting the opportunity to embrace growth. In their 27th CEO Survey, PWC found that 45% of CEO's believe their company will not be viable in 10

Skills gaps extend project and problem resolution times, increase operating costs, reduce customer satisfaction and revenue, and increase the stress on employees.

Key to changing path is the capability of our people to be doing the work required in a rapidly evolving world. In LinkedIn's Future of Skills report, they found the skills needed to thrive in your current role have shifted by up to 44% over the past 10 years.

Now agility and new capabilities are key, skills have emerged as the linking strategy that connects every stage of the employee lifecycle.

From Fosway Group's HR Realities Research last year only 5% of HR leaders think that skills **does not** underpin a great employee experience.



David Perring, David Perring
the Chief Insights Officer at the
Fosway Group

Skills is becoming THE lens that's being used to view the roles, jobs and people we look to hire as the foundation of strategic workforce planning. It's being used to identify, filter and assess candidates' suitability for the jobs of today and tomorrow. Currently, it looks as though skills underpins almost all aspects of the employee experience, capturing people's aspirations for their career and future employability. This is through personalised learning, feedback and performance review, performance development, as well as more agile resourcing of roles, projects and gigs.

Skills has become the currency of work. For some that is driving huge benefits in resourcing work, mobilising employees

and driving better manager worker conversations. BUT, and it's a big BUT, the challenge for us all is to remember that when we work, we don't complete skills - we complete tasks. Our current approach to skills-based organisations is missing that critical link to tasks. Skills is close - but we are still one step away from the real nature of work.

Is that a problem? Possibly not, but it is for me because I don't like the gap we have between skills and work by leaving tasks out of the equation. It feels like there's a broken step or a weak link.

Don't get me wrong, the work that is happening around skills is a momentous leap from where we were. BUT I don't see skills-based organisations as a destination. For me it's a super leap in evolution, but not the end.

Here's why; to paraphrase one of my old bosses - the revolution that is coming to our work from AI happens because AI takes away tasks, and parts of tasks. AI changes work by doing tasks faster, better and more accurately. So, in planning the future of work we need to understand task-based work.

What does that mean for HR? Moving forward with skills is the best option to evolve your organisation & in the next five years moving to that next level of granularity of skills into tasks.

After all, this is just a stage in the evolution of HR and the people experience - skills is not the final destination ♦

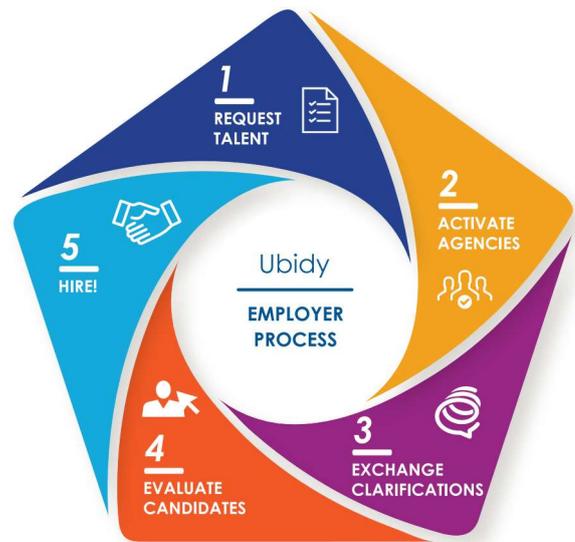
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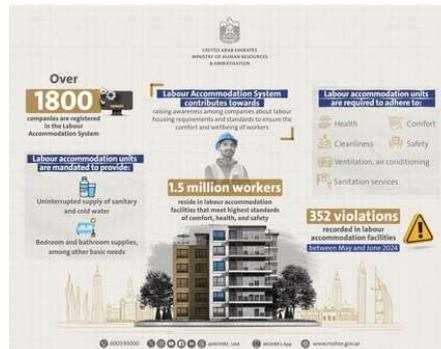
First National Platform Registering Accommodation and Setting Standards for Labour Housing

Over 1,800 companies registered in Electronic Labour Accommodation System

The Ministry of Human Resources and Emiratization (MoHRE) announced that over 1,800 companies are registered in the electronic Labour Accommodation System - the first national platform for registering labour accommodation and raising awareness among companies about the standards and requirements for proper labour housing, ensuring the comfort and well-being of the workforce residing in these accommodations.

The Ministry revealed that around 1.5 million workers across the country are residing in labour accommodation facilities that provide the highest standards of comfort, health, and safety, while aiming to enhance quality of life for workers in the UAE.

His Excellency Mohsin Ali Al Nassi, Assistant Undersecretary for Inspection Affairs at MoHRE, said: "The Ministry is committed to providing labour accommodation that meets the highest standards of comfort, safety, and security. To that end, a series of decisions, policies, and legislations were enacted, in collaboration with the Ministry's partners in the federal and local government sectors, in a bid to enhance quality of life within labour accommodation facilities. These efforts align with the UAE Government's directives and vision to build an attractive and pioneering work environment, cementing the country's position as a leading global destination for living, working, and investing."



Inspection rounds include verifying that labour accommodations comply with health, comfort, and cleanliness standards; assessing safety precautions and the building and location's suitability for habitation; and ensuring that the buildings and facilities are made of materials that are not harmful to the environment or public health, non-flammable, and comply with civil defence standards.

Inspections also include verifying whether ventilation, air conditioning, and sanitation services are consistently available according to the requirements set by relevant authorities; and whether sanitary and cold water is provided in amounts sufficient for the number of workers in the housing facility; in addition to ensuring that workers have at least three square meters of space per individual; and that rooms and bathrooms are equipped

with the necessary amenities, among other details.

Actions taken against non-compliant labour accommodation units included warning the companies in question of the violations detected, imposing administrative fines, summoning owners of non-compliant facilities, and granting them a two-week to one-month period to make the necessary corrections.

The Ministry of Human Resources and Emiratization urged companies employing 50 or more workers to comply with their obligations to provide adequate labour accommodation, as well as to register the required data in the Labour Accommodation System on the Ministry's website at www.mohre.gov.ae, under the 'Services' icon, calling on them to also adhere to the labour housing requirements set by relevant local authorities.

The Emirates Labour Market Award includes a category for Labour Accommodation to honour leading companies in this field. The award aims to enhance the competitiveness of the UAE labour market, recognise outstanding practices in the work environment, protect workers' rights, improve wellbeing and quality of life for private-sector workers, and increase the productivity and efficiency of the labour market in the country ♦



Nafis Programme In Third Year Of Success

The Emirati Talent Competitiveness Council celebrates the third anniversary of its establishment and the launch of Nafis

The Emirati Talent Competitiveness Council celebrates its third anniversary, and the launch of NAFIS programme. Launched in September 2021, the program has achieved remarkable milestones, surpassing its targets by significantly increasing the number of Emiratis working in the private sector. Currently, more than 114,000 Emiratis are employed in the

private and banking sectors, with over 81,000 of them hired after the launch of "Nafis" and still actively employed as of the end of the second quarter of this year.

Over the past three years, the Emirati Talent Competitiveness Council has established numerous constructive partnerships that have contributed to the employment of Emiratis within the workforce of more than 21,000 private companies ♦

Employee Happiness Awards Honour UAE's Top Companies for Workplace Satisfaction

EHA '24 rewards exceptional initiatives to promote employee Satisfaction

The Employee Happiness Awards (EHA) 2024, celebrating the top UAE companies excelling at employee well-being over the last year, concluded with much fanfare at a gala ceremony held at the Taj Exotica Resort and Spa, The Palm, Dubai, on Friday, June 7. Organized by Plan3Media, a leading event management company known for championing a merit-based awards culture in the Middle East, EHA '24 rewarded companies that undertook exceptional initiatives and programmes to promote employee well-being and satisfaction in workplaces.

In line with EHA's reputation for recognizing merit-based achievements, the contenders participated in a rigorous nomination process, before presenting their initiatives to the jury in the final round.

De Montfort University (DMU) won a Silver award for the 'Best Leadership Succession Strategy'. "At DMU, we view leadership succession as critical to our organization's long-term success," said Prof Dr Mike Gallimore, Head of DMU Dubai.

HNI triumphed as the Silver winner in the 'Best Flexible Working Program' category. "HNI is proud to receive this

recognition for our flexible working program. We understand that work-life balance is essential for employee happiness and productivity," remarked Hanan Nagi, CEO & Founder, HNI.

AbbVie Biopharmaceuticals took home the Bronze award in the 'Best Employee Wellness Initiative' category. "At AbbVie, we champion a holistic approach to well-being, going beyond physical and emotional health. This focus on multiple dimensions empowers our employees to thrive, and the results are clear: increased employee engagement and a demonstrably stronger sense of well-being, stated Arzu Najjar, HR Director Gulf Levant, AbbVie Biopharmaceuticals.

ADNH Compass was recognized as the Silver winner in the 'Best Company to Work For - Large' company category. "At ADNHC, we are committed to creating an exceptional workplace environment for our large workforce. We're proud to have built a culture where employees feel valued and supported," said Vishal Subba - Chief People Officer from ADNHC Compass.

GymNation was celebrated as the Gold winner in the 'Best Company to Work For - SME' category. "Our flat organizational structure, open-door

policy, and emphasis on employee autonomy are steps to fostering a collaborative work environment," noted William Rasmussen-Dean, Founder & Country Director, GymNation.

Sunset Hospitality Group won a Gold award in the 'Best HR Team of the Year' category. "Our HR team plays a vital role in driving employee happiness and organizational success. This award reflects our team's dedication to focusing on strategic recruitment initiatives and promoting internal talent," stated Rania Roufael, Chief People Officer from Sunset Hospitality Group.

Burjeel Holdings earned the recognition of a Gold winner in the 'Best Diversity And Inclusion program' category. "Our success in winning this accolade is attributed to the efforts put forth in our Diversity, Equity & Inclusion initiative. This achievement is underscored by our remarkable progress in gender equality, with over 750 women leaders and a 54% representation of women in our workforce," shared Mrs. Madhuri Aswal, Group Director, Human Resources, Burjeel Holdings

The gala celebrated the distribution of awards in 20 company categories and 2 individual categories. It was a fitting conclusion to yet another successful edition of the Employee Happiness Awards, which remains focused on rewarding companies purely on merit ♦



Book Review: Never Give In by Scotty Mills

Lessons In Leadership as a Commando: The Remarkable Journey of Scotty Mills

Scotty was a huge part of our journey coming together as a team' Gareth Southgate, England manager.

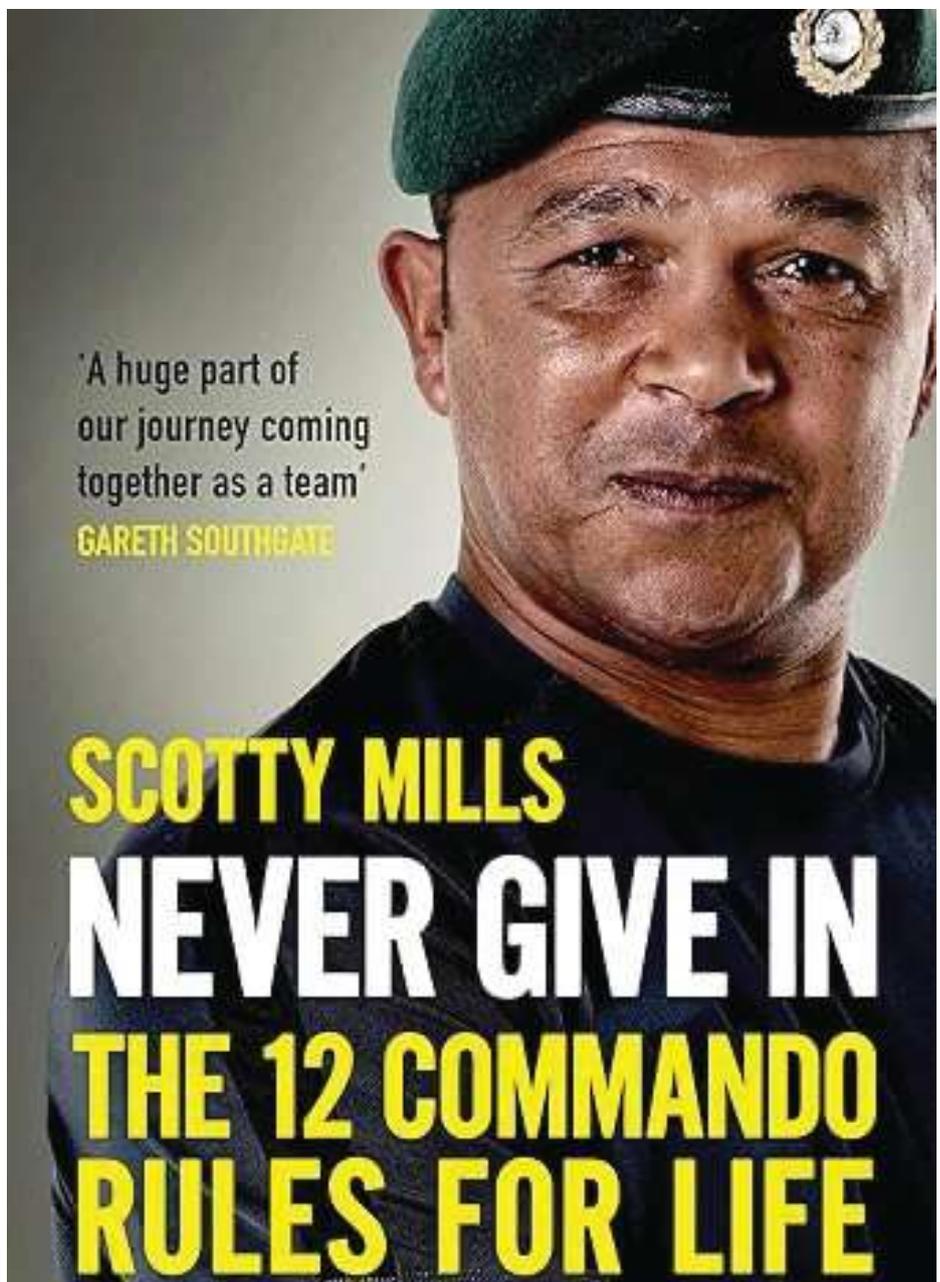
In *Never Give In*, former Royal Marine Major Scotty Mills blends personal experiences from his remarkable life and career, from the streets of Peckham to the world's stage with inspirational advice and insights to provide his 12 Commando Rules for Life that could help anyone to do better and reach their targets.

A sudden downpour while Scotty Mills was walking down a street in South London sent him diving for cover into the nearest shop. It turned out to be a recruitment centre for the Royal Marines and, after a few minutes' conversation while waiting for the rain to stop, Scotty was hooked and signed up to join the elite force. It changed his life and set him on a new direction that would end up with him leading the Marines on operations around the world, becoming an Olympic flag bearer in 2012 and dining at Buckingham Palace with the Queen and the royal family.

Scotty shares his lessons of performance and resilience with the reader, inviting them into the secrets of elite culture. His compelling story is one that combines tragedy with remarkable insight about the power of human inspiration. Scotty has worked with many of our nation's top sports teams, helping them to achieve their goals, and in *Never Give In* he shares his methods with his readers to guide them to peak performance in all aspects of their life and career ♦



I don't like the word failure—I see it as learning. Let's fail fast, fail often, but take the word failure away and replace it with learning.





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UAE Government Issues Federal Decree Amending Domestic Workers Law

New decree to further protect all party rights in labour relations.

The UAE Government has issued a Federal Decree-Law amending specific provisions of the Federal Decree-Law Concerning Domestic Workers and its Amendments. These amendments aim to strengthen the rights of all parties involved in employment relationships, as well as facilitate and accelerate resolving disputes.

The new decree amends the jurisdiction for disputes related to domestic workers, transferring such cases from the Court of Appeal to the Court of First Instance. The Courts of Appeal are required to transfer all pending applications, disputes, and grievances to the Court of First Instance as they are, without any fees, effective from the date the present Law takes effect. This does not apply to cases that have already been sentenced by the judge or held in the court's pipeline for sentencing.

The Law stipulates that if a dispute arises between the employer, the domestic worker, or the recruitment company and cannot be resolved amicably, the issue must be referred to the Ministry of Human Resources and Emiratization.

The Ministry is empowered to take the appropriate measures to settle the dispute amicably, in line with the procedures set out in this Law's Executive Regulations and the effective decisions. If an amicable settlement is not reached within the designated timeframe, the Ministry must refer the dispute to the competent Court of First Instance. This referral shall include a memorandum summarising the dispute, the arguments of both parties and the Ministry's recommendations.



The UAE Government has issued a Federal Decree-Law to strengthen the rights of all parties involved in employment relationships, aiming to facilitate and accelerate the resolution of disputes.

The Ministry is also entitled to resolve disputes if the claim's total amount does not exceed AED50,000 or if the dispute involves one of the parties' non-compliance with a prior amicable settlement decision issued by the Ministry, regardless of the claim's amount. The Ministry's decision in such cases shall have the effect of an executive instrument and be treated as an enforcement order according to

standard procedures.

Any party to the dispute may file - within 15 working days of being notified - a lawsuit with the competent Court of First Instance to contest the Ministry's decision. The ruling of the Court of First Instance in this case is final, and filing a lawsuit will suspend the enforcement of the Ministry's decision ♦

Public Sector HR Strategy Report 2024

HR Leaders and Disruptive Solution Providers Surveyed to Identify Gaps In Technology

We recently surveyed public sector HR leaders as well as the sector's most disruptive solution providers to identify critical gaps in available technology and understand where HR leaders are investing for the future.

Our findings have been compiled into a comprehensive report that details both the offerings of the forum's current sponsors and the budgetary plans, technology needs, and top strategic priorities of CHROs, HR directors, and HR leaders from public sector organisations.

MAIN FINDINGS OF THE REPORT

Organisational Culture

Public sector HR leaders are prioritising the reinvention of organisational culture to boost employee morale, satisfaction, and engagement. A renewed culture fosters collaboration, innovation, and accountability, increasing productivity and reducing turnover.



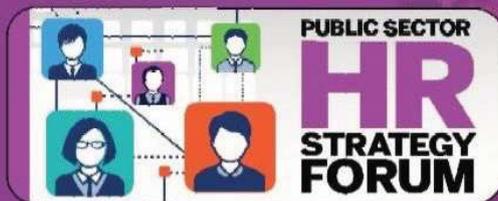
Public sector HR leaders are prioritising the reinvention of organisational culture to boost employee morale, satisfaction, and engagement. A renewed culture fosters collaboration, innovation, and accountability, increasing productivity and reducing turnover.

Talent Acquisition

Optimising talent acquisition is vital for addressing skills shortages in key public sector areas like technology, healthcare, and education. Effective recruitment ensures the right people are in place to deliver essential services, directly enhancing the quality and efficiency of public services.

Efficiency and Agility

Enhancing process efficiency and agility is a key focus for public sector HR leaders. Streamlining processes maximises resources and reduces time on administrative tasks, allowing HR professionals to focus on more strategic initiatives. This leads to better service delivery and higher employee satisfaction ♦



Public Sector HR Strategy Forum

Emirati Women Celebrated by DEWA

Emirati Women's Forum celebrates the achievements of Emirati women as partners of development and prosperity

Dubai Electricity and Water Authority (DEWA) organised the 10th Emirati Women's Forum under the theme "Sharing for Tomorrow," at DEWA Academy in Al Hudaiba. The event, organised in the presence of HE Saeed Mohammed Al Tayer, MD & CEO of DEWA, celebrated the achievements of Emirati women who have become symbols of giving, hard work, and noble values. The forum featured various activities and panel discussions, highlighting the journey of women's empowerment at DEWA and within society. It also recognised several Emirati female employees at DEWA who have made significant contributions both locally and globally, reinforcing Dubai and the UAE's growth and prosperity.

In his speech at the forum, HE Saeed Mohammed Al Tayer emphasised that the forum is in line with the directives of the wise leadership to contribute to elevating the status of Emirati women in our nation's journey of development, prosperity, and growth, and celebrate their key role as influential partners in achieving sustainable and comprehensive development, and as instrumental supporters of the UAE's growth and progress.

"On Emirati Women's Day, we reflect on the unique path set forth by the Founding Father, the late Sheikh Zayed bin Sultan Al Nahyan, may his soul rest in peace, which continues under the visionary leadership of His Highness Sheikh Mohamed bin Zayed Al Nahyan, President of the UAE; His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai; and Her Highness Sheikha Fatima bint



DEWA's Emirati Women's Forum celebrates Emirati women's key role in achieving sustainable and comprehensive development across all sectors.

Mubarak, Chairwoman of the General Women's Union, Supreme Chairwoman of the Family Development Foundation, and President of the Supreme Council for Motherhood and Childhood (Mother of the Nation). Their unwavering support and empowerment of women have ensured their active participation in all key positions, making them a shining example and role model for their families and society, and a source of inspiration for women globally. DEWA's Emirati Women's Forum is a valuable platform for engaging in meaningful discussions and sharing ideas and experiences on various topics that enhance communication skills. The forum also showcases the latest trends and innovations that support women empowerment. I hope

you will make the most of your participation in the forum and seize the opportunities to build a sustainable future," said HE Saeed Mohammed Al Tayer.

At the 10th Emirati Women's Forum, we honour the Emirati women who have excelled and made significant contributions across all sectors. We also highlight the achievements of DEWA's female Emirati employees, who have a strong and influential presence throughout all DEWA's divisions, supporting the organisation's strategic goals and playing a key role in realising DEWA's vision to be a globally leading sustainable innovative corporation committed to achieving Net Zero by 2050 ♦

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