



**IFTDO**

International Federation of  
Training and Development  
Organisations

# IFTDO Global Virtual Conference 2020

## RESHAPING THE FUTURE OF HRD IN A FAST CHANGING WORLD

25<sup>th</sup> November 2020

Conference Manager

**ORIGIN**<sup>®</sup>  
GROUP

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## About IFTDO

The International Federation of Training and Development Organizations (IFTDO) was founded in Geneva, Switzerland in 1972.

It was founded in order to develop and maintain a worldwide network committed to the identification, development and transfer of knowledge, skills and technology; to enhance personal growth, human performance, productivity and sustainable development. IFTDO is a UK registered charity and non-profitable organization and it is composed of Full Members, Associate Members & Reciprocal Members.

# PAST IFTDO WORLD CONFERENCES

- 1972** First Geneva, SWITZERLAND
- 1973** Second Bath, UK
- 1974** Third Oslo, NORWAY
- 1975** Fourth New Delhi, INDIA
- 1976** Fifth Canberra, AUSTRALIA
- 1977** Sixth Mexico City, MEXICO
- 1978** Seventh Washington, D.C., USA
- 1979** Eighth Manila, PHILIPPINES
- 1980** Ninth Rio de Janeiro, BRAZIL
- 1981** Tenth Dublin, IRELAND
- 1982** Eleventh Calgary, Alberta, CANADA
- 1983** Twelfth Amsterdam, THE NETHERLANDS
- 1984** Thirteenth Sydney, AUSTRALIA
- 1985** Fourteenth Stockholm, SWEDEN
- 1986** Fifteenth Honolulu, Hawaii, USA
- 1987** Sixteenth Madrid, SPAIN
- 1988** Seventeenth Tokyo, JAPAN
- 1989** Eighteenth London, UNITED KINGDOM
- 1990** Nineteenth Buenos Aires, ARGENTINA
- 1991** Twentieth Vienna, AUSTRIA
- 1992** Twenty First TAIWAN
- 1993** Twenty Second GERMANY
- 1994** Twenty Third New Delhi, INDIA
- 1995** Twenty Fourth Helsinki, FINLAND
- 1996** Twenty Fifth Cairo, EGYPT
- 1997** Twenty Sixth Kuala Lumpur, MALAYSIA
- 1998** Twenty Seventh Dublin, IRELAND
- 1999** Twenty Eighth Long Beach, USA
- 2000** Twenty Ninth London, UNITED KINGDOM
- 2001** Thirtieth Porto Alegre, BRAZIL
- 2002** Thirty First Manama, BAHRAIN
- 2003** Thirty Second Lisbon, PORTUGAL
- 2004** Thirty-Third New Delhi, INDIA
- 2005** Thirty-Fourth Cairo, EGYPT
- 2006** Thirty-Fifth Kuala Lumpur, MALAYSIA
- 2007** Thirty-Sixth San Francisco, USA
- 2008** Thirty-Seventh Dubai, UAE
- 2009** Thirty-Eighth Toronto, CANADA
- 2010** Thirty-Ninth London, UK
- 2011** Fortieth Warsaw, POLAND
- 2012** Forty-First KUWAIT CITY
- 2013** Forty-Second New Delhi, INDIA
- 2014** Forty-Third Dubai, UAE
- 2015** Forty Fourth Kuala Lumpur, MALAYSIA
- 2016** Forty Fifth Manama, BAHRAIN
- 2017** Forty Sixth Muscat, OMAN
- 2018** Forty Seventh Dubai, UAE
- 2019** Forty Eighth Sarajevo, Bosnia and Herzegovina
- 2020** IFTDO virtual / online conference

## Next Years IFTDO Conferences

**2021** INDIA

**2023** CAIRO

**2022** TAIPEI, TAIWAN

**2024** RIYADH, SAUDI ARABIA



# Message of Conference Chair

**Dear Colleagues and Friends,**

On behalf of the Executive Board of the International Federation of Training and Development Organizations (IFTDO), thank you for participating in IFTDO Global Conference 2020; Reshaping the Future of HRD in a Fast-Changing World.

Through our diverse global network of human resource management and development organizations, IFTDO strives to be a unique resource to the human resource development (HRD) profession and the organizations it serves. IFTDO's driving mission is to promote HRD as a critical lever to increase personal and organizational effectiveness.

The conference is themed Reshaping the Future of HRD In a Fast-Changing World because the world is changing at a speed beyond what we have witnessed in the past. The future of HRD depends on its ability to adapt. Quickly adjusting to the unexpected is the new norm. And this year's global pandemic was certainly unexpected. During the year, we have witnessed many firsts, including this first digitally delivered IFTDO Conference.

This year's conference organizing committee has brought together thought leaders, practitioners, executives, academics, and researchers from around the world to offer conference participants a uniquely valuable experience. We hope that you will take full advantage of all this conference has to offer.

During the conference, our speakers will offer their visions of the future and solutions to the opportunities ahead. Additionally, speakers will describe case studies and engage with audiences to share practical insights, tools, and examples of best practice. Most important, you will have the opportunity to connect with and learn from each other.

The HRD profession has greater opportunity to deliver value to organizations and society than ever in the past. We hope through this year's conference you will learn how you can contribute to that value creation.

This year's conference registration is free to IFTDO members and future members. So, take advantage of the opportunity to engage with a truly global organization whose mission is to reshape the future of HRD.

**Dr. Patti P. Phillips**  
CEO, ROI Institute  
IFTDO Board Member

# IFTDO Global Virtual Conference

## Few of IFTDO Executives and moderators

IFTDO Board is consisting of 20 Executives as Board Members representing different part of the world, including Chairman, Treasurer, Honorary Secretary General, and Chairs of Committees, In addition to members.



**Dr. Ebrahim Al Dossary**  
IFTDO Chairman



**Mr. Ranjan Mohapatra**  
IFTDO Current President



**Ms. Sanja Miović**  
IFTDO Past President



**Raj Auckloo**  
Hony. Treasurer



**Dr. Uddesh Kohli**  
Hony. Secretary General



**Mr. Chris McDonagh**  
Chair Membership



**Dr. Ahmed Al Banna**  
Chair CCC



**Dr. R Karthikeyan**  
Chief Executive Officer

## Why this Conference?

During the past nine months, the world has gone through very rapid and severe changes, as well as many challenges.

Human Resources developments played a vital role in these changes, It has fallen upon the human resources to amend their plans and to cope with the reality imposed after those changes. Thus, it worked on adapting new leadership business models to the automation of processes, virtual work groups and the digital transformation of tasks and activities.

IFTDO is organizing this virtual conference to spread the culture of virtual work and enlighten the rest of the institutions about the importance of the virtual world, its various challenges, as well as the best ways to navigate and break into the field of human resources and develop them as true leaders in the shadows of this virtual world.

This conference will fall into two parts; part one will cover the Virtual Work and part two will cover Leadership of the Future, in addition to presenting the experiences and success stories of different institutions in light of the current changes.

# About the Conference Theme

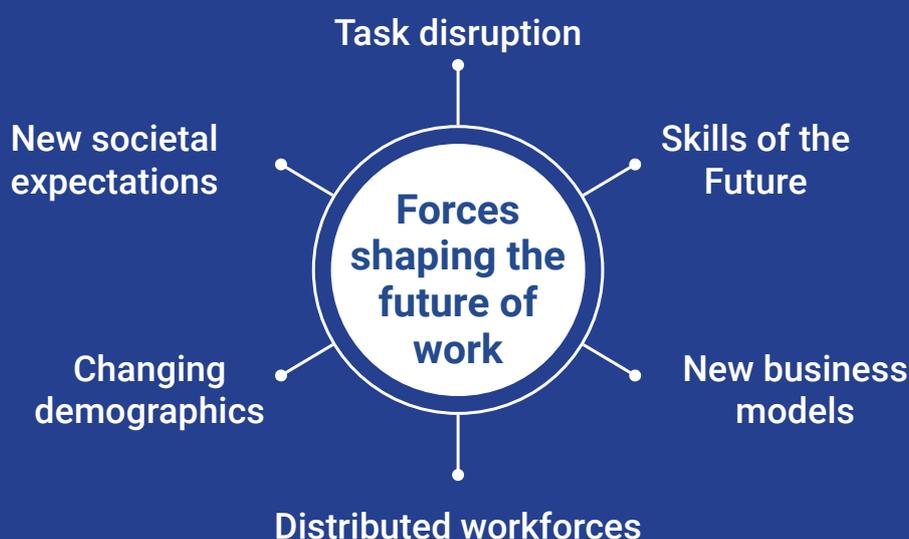
## Reshaping the Future Of HRD In a Fast Changing World

Just as today's workplace looks different from days gone by due to many changes and challenges, the future workplace is shaping up to be radically different from the one today.

Crises, emerging technologies, digitalization, AI, automation, etc., all of these challenges are changing the way businesses operate, how they manage their employees, and the ability of employees to have a greater share of voice and to participate in defining and even creating their own work experiences.

While technology and other challenges keep being disruptive, people's strategies should be reshaped. It is exactly what the IFTDO conference is focusing on this year, which is reshaping the future of Human Resource Development.

The Fourth Industrial Revolution is blurring the lines between people and technology. The impact of those changes on the way people work and businesses produce value spans all industries, economies, and societies and redefines the future of work.



### Source

HR 4.0: Shaping People Strategies in the Fourth Industrial Revolution, 2019

## Sub - Themes:

- **Harnessing Uncertainty: Prospering in the Unknowable New Normal**
- **The Times of Challenges and Crisis is the Best Time to Train your HR**
- **The Readiness to Lead a New Way Forward in the New World of Work**
- **Data-Driven Strategies Through Research**
- **Creating a Workplace that Empowers People and Businesses to Thrive.**
- **Simulation: Infinity – The People Leadership Experience**
- **Hybrid Working Environments: Home and Office Working**
- **A Journey towards a Great Place to Work: Impact of Diversity and Inclusion- The Signify Story**

## Who Should Attend:

- CEOs
- L&D professionals,
- Government Officials
- Innovation specialists
- Member of the board of directors
- Learning specialists
- HR managers
- Consultants
- Transformation managers
- Trainers
- Training managers/Advisors
- Supervisors
- Teaching professionals



# Part One of Conference: The Virtual Work

Wednesday	25th November 2020	GMT Time Zone
Time	Program	Speaker
12:00 - 12:30	<ul style="list-style-type: none"> <li>• Official Opening</li> <li>• IFTDO Video &amp; introducing Board members/ Country</li> </ul>	Conference Chair Message <b>Dr. Patti Phillips - USA</b>
12:30 - 13:00	<b>Harnessing Uncertainty: Prospering in the Unknowable New Normal</b>  Harnessing uncertainty shifts the threat of not knowing the future into opportunity by becoming more energized, psychologically safe, focused, and agile.	<b>1<sup>st</sup> Keynote Speaker</b> <b>Prof. Dave Ulrich - USA</b> Rensis Likert Professor of Business, University of Michigan Co-founder, The RBL Group  Ranked #1 speaker in Management/Business and #1 most influential international thought leader in HR
13:00 - 13:30	<b>Data-Driven Strategies Through Research</b>  Choose the right data to transform your company's capabilities.	<b>2<sup>nd</sup> Keynote Speaker</b> <b>Dr. V. Gautam – India</b>  Chairman, DK International Foundation - India
13:30 - 13:45	<b>Promo Break</b>	
13:45 - 14:15	<b>Creating a Workplace that Empowers People and Businesses to Thrive.</b>  putting our people first, because they are the key to creating long-term value.	<b>Research on Focus</b> <b>Mr. Mohamed Ebrahim - Bahrain</b>  Managing Consultant in Gallup's Middle East operations.
14:15 - 14:45	<b>Hybrid Working Environments: Home and Office Working</b>  A mixture of home and office working, with collaborative teamwork taking place in 'activity-led' workspaces (that's the office, as was) and deeper 'thinking' work taking place at home.	<b>Case study 2</b> <b>Mr. Peter Ivanov - Germany</b>  Bestselling Author and Executive Coach
14:45 - 15:30	<b>Panel Discussion:</b> <b>Building Trust and Work Life Balance (WLB) among Remote Employees</b>	<ul style="list-style-type: none"> <li>• Ms. Laura Hamidova, Trainer/ Consultant &amp; Director at "FireWorks HRM" - Azerbaijan</li> <li>• Mr. Don Jones, Founder &amp; Chief Experience Designer of Experience it - Canada</li> <li>• Ms. Abeer Qumsieh, Founder &amp; CEO of Better Business - Jordan</li> </ul>
15:30 - 16:00	<b>Promo Break</b>	

# Part Two of Conference: Leadership of Future

Wednesday	25th November 2020	GMT Time Zone
Time	Program	Speaker
16:00 - 16:30	<p><b>The Readiness to Lead a New Way Forward in the New World of Work</b></p> <p>Are our organizations ready to adopt and move forward?</p>	<p>3rd Keynote Speaker <b>Mr. Johnny C. Taylor - USA</b> President &amp; CEO of SHRM (Society for Human Resource Management)</p>
16:30 - 17:00	<p><b>After the Pandemic, It's Time to Get Serious and Credible</b></p> <p>We can design virtual learning to deliver business impact and even a positive ROI, but it rarely does because we haven't designed it to deliver results at these levels.</p>	<p>4<sup>th</sup> Keynote Speaker <b>Dr. Jack J. Phillips - USA</b> Chairman of the ROI Institute - USA</p>
17:00 - 17:15	<b>Promo Break</b>	
17:15 - 17:45	<p><b>Let's Leave 2020 Behind Us</b></p> <p>A New World of Digital Leadership Development is Beginning.</p>	<p>Experiential Session <b>Mr. Don Jones - Canada</b> Founder and Chief Experience Designer - Canada</p>
17:45 - 18:15	<p><b>A Journey towards a Great Place to Work: Impact of Diversity and Inclusion- The Signify Story</b></p>	<p>Case study 3 <b>Ms. Hanan Abdulkarim - KSA</b> Group HR Director at Signify (formally Philips Lighting) - KSA</p>
18:15 - 19:00	<p><b>Panel Discussion: Women Leadership and HR Tech Trend</b></p>	<ul style="list-style-type: none"> <li>• Ms. Hanan Abdulkarim, Group HR Director at Signify (formally Philips Lighting) - KSA</li> <li>• Dr. Ali El Dirani, Assistant Dean/ Faculty of Business Administration (FBA) - Al Maaref University - Lebanon</li> <li>• Ms. Janet Iyabo, founder and lead consultant Jaybok Nigeria Ltd - Nigeria</li> </ul>
19:00 - 19:15	<p><b>Conclusion</b></p> <p>Promotional video of IFTDO upcoming conferences (2021 in India and 2022 in Cairo) followed by 2021 IFTDO President "Welcome to India" message.</p>	
19:15	<p><b>IFTDO final thank you message by the CCC Chair/ Closing</b></p>	<ul style="list-style-type: none"> <li>• <b>Dr. Ahmed Al Banna - Bahrain</b></li> </ul>

# Speakers



## Prof. Dave Ulrich

Rensis Likert Professor of Business, University of Michigan, Co-founder & Partner, The RBL Group – USA

Named the most “influential HR thinker of the decade and ranked #1 speaker in Management/Business and #1 most influential international thought leader in HR.

Professor Dave has published over 200 articles and book chapters and over 30 books. He has spoken to large audiences in 90 countries; performed workshops for over half of the Fortune 200; coached successful business leaders. He is known for continually learning, turning complex ideas into simple solutions, and creating real value to those he works with in three fields.



## Mr. Johnny C. Taylor, Jr.

President & CEO of the Society for Human Resource Management (SHRM – SCP) - USA

Johnny is an American lawyer, author and public speaker. He was previously president & CEO of the Thurgood Marshall College Fund (TMCF).

President Donald J. Trump appointed Taylor Chair of the President’s Advisory Board on Historically Black Colleges and Universities.

Taylor was also on the board of Gallup, a research-based, global performance-management consulting company. He was chair of the Cooper Union Governance Committee and as member of the Executive Committee. Along with Cantor Fitzgerald and BGC Partners Chief Information Officer and Cooper Union alumnus Eric Hirschhorn.



## Dr. Jack J. Phillips

Chairman and Founder, ROI Institute, Inc. - USA

Dr. Jack Phillips, PhD, (Birmingham, AL) is the founder of the ROI Institute and author or editor of more than 100 books. A former HR executive and bank president, he conducts workshops, provides consulting services, and speaks at conferences globally.

He developed The ROI Methodology in the 1970s, refined through application and use in the 1980s and implemented globally during the 1990s. The methodology is now is a critical tool for having success in measuring and evaluating programs in 22 applications in 70 countries.



## Dr. Vinayshil Gautam

Chairman, DK International Foundation - India  
7 Life Time Achievements Awards

Dr. Gautam is an institution builder. Having helped to initiate 1st statutory Management Dept. in the IIT pantheon and an Academy at KPMG in India. With many national and international Fellowships & Awards he is a globally acclaimed thinker, consultant & author. He was visitor to the University. of Cambridge, Brunel, Manchester, Hull, London, UK; Minnesota, Duke, and others.

His consulting practice in strategy, Innovation, Leadership, Maritime Studies, L&D, financial services, banking, governance, and change management.

# Speakers



## Mr. Don Jons

Founder and Chief Experience Designer - Canada

Don Jones is the founding president of Experience It Inc. He is an author and an accomplished consultant, researcher and speaker. He has designed, delivered and implemented large-scale corporate experiential learning programs for multinational Fortune 500 companies in more than 20 countries.

His experiential learning has been featured in numerous publications. He has created strategically important leadership and development training programs for various global corporations, and more than 100,000 people throughout the world have experienced his simulations.



## Ms. Janet Jolaoso

founder and lead consultant Jaybok Nigeria Ltd - Nigeria

Mrs. Janet is a consummate business leader, HR Management Practitioner, Scientist, training and development subject matter expert.

She holds a B.Sc. Hons and M.Sc in Microbiology and a Master Degree in Business Administration (MBA) with specialization in Human Resources Management. Janet has over 37 years of post graduate experience. As a Scientist, she is also versatile in Quality Management systems.

She is currently the Chairperson of the Committee on Women Empowerment for the continents of Africa and Asia, as well as member of the Board of International Federation of Training and Development Organization.



## Ms. Abeer Qumsieh

Founder and CEO at Better Business - Jordan

Abeer is the Founder and CEO of Better Business. She possesses an extensive expertise in organizational development & transformation, service culture development and organizational mindset.

She is passionate about perfecting service cultures, building exceptionally skilled teams and elevating talent within organizations.

Abeer is a Philanthropist with a passion for social responsibility, specifically for the cause of empowering women and teams within the workforce. She is a Board Member of prominent non-profit and empowerment organizations including Injaz, EO and BPWA.



## Mr. Mohamed Ebrahim

Managing Consultant at Gallup – Bahrain

Mohamed has worked with governments and enterprises from various sectors to advise them on their strategy, operations and technology.

Mohamed's focus is to drive impactful engagements through leveraging Gallup's knowledge, science, and resources to solve clients' most pressing problems.

Mohamed received his master's degree in business administration with a specialization in strategy and operations from the University of Illinois Urbana-Champaign.

# Speakers



## Mr. Peter Ivanov

Founder of "Virtual Power Teams" – Germany

Peter has over 20 years of international experience. Peter's book "Virtual Power Teams" is Amazon Top 3 in International Management and is translated in 6 languages.

In 2007, Peter team won the "Best of the Best" award for outstanding project management in establishing global shared services.

As an expert in New Leadership, Peter helps Executives, Project Managers and Team Leaders to retain the gravity of their team despite the geographical distance, age and cultural differences, and deliver top business performance!



## Ms. Laura Hamidova

SHRM-CP, SCP Trainer/ Consultant & Director at "FireWorks HRM" – Azerbaijan

Laura's current experience is in consultancy business. Laura is Trainer/ Consultant & Director of "FireWorks " Human Resources Management Company in Baku, Azerbaijan.

She have a previous experience of working in Multinational Oil & Gas Company - AMEC FosterWheel (local project management and consultancy company), Aluminium, International Audit Company- Moore Stephens.

Laura conducted a number of trainings and workshops in Talent Acquisition, Workforce Management, Retaining talented employees at the workplace, Professional Career Path for students and etc.



## Ms. Hanan Abdulkarim

Group HR Director at Signify (formally Philips Lighting) - KSA

Hanan is a senior professional with over 12+ years of human resource management experience. In her current role, Hanan is leading all aspects of the company's Human Resources organization for Saudi Arabia, including HR Operations, Diversity and Inclusion, Talent Development, and Compensation and Benefits, as well as Regional Projects in Middle East, Turkey, Africa, and Pakistan region.

Hanan holds a Bachelor's degrees in Psychology and Education from Nottingham, UK and Master's Degree in Research Methods specializing in Organizational Psychology from Nottingham, UK.



## Dr. Ali El Dirani

Assistant Dean/ Faculty of Business Administration (FBA) - Al Maaref University - Lebanon

Dr. Ali is a successful and highly motivated individual in the field of academia and profession with a proven record of teaching experience, research activities, professional and consultancy/training records. A Confident person with excellent communication and leadership skills, comfortable in international settings, enjoys working in diverse cultural environments and drive work towards achieving goals.

He is specialized in Entrepreneurship, and he trains in strategy, HRM and CSR for Private, NGOs, and Not-for-profit. He also offers consultancy services in the area of Corporate Social Responsibility and Industrial Development.

# Past IFTDO Photo Gallery



## Important Information about the Conference and IFTDO

### How to register?

1. Online registration (FREE registration link is available in the last page of the brochure)
2. Visit IFTDO website [www.iftdo.net](http://www.iftdo.net)
3. Visit the Event Manager website [www.origin.com.bh](http://www.origin.com.bh)

### By attending the conference, participants will get the following:

1. An electronic attendance certificate.
2. The speakers' materials after filling out an evaluation form.
3. The conference will be fully recorded and the video will be available on IFTDO website [www.iftdo.net](http://www.iftdo.net) and [YouTube](#) channel

### Be a member

- If you are interested in joining the IFTDO Global network, Please, fill the Membership application form

[IFTDO Membership Form](#)

To know more about  
IFTDO membership benefits



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