Program Type:
Capability Development (12 Months)

Development Programs

12-Month Implementations That Build Lasting Capability Inside Your Organization

THE 12-MONTH JOURNEY

Built on the 70-20-10 model: 70% experience, 20% exposure, 10% education.

Months 0-1	Months 2-3	Months 4-9	Months 10-11	Month 12
1	2	3	4	5
Discover & Design	**Launch**	**Develop**	**Consolidate**	**Transfer**

PROGRAM APPROACH

Some capability cannot be built in a workshop. Leadership benches and graduate pipelines are built over months, through real work, feedback, and accountability. Our twelve-month development programs build these pipelines inside your organization, as lasting internal systems rather than one-off training events.

We have worked with major organizations across the GCC, including government and energy-sector leaders, on initiatives of this kind.

MEASURING IMPACT

Following our Learning & Delivery Strategy, every program is planned from the results backward:

- Success measures agreed with your sponsors before launch.
- Quarterly steering reviews against those measures.
- A final impact report covering behavior, business results, and talent outcomes.

ONE ACCOUNTABLE PARTNER

Every program is led end to end by **Mostafa Azzam** as principal architect, program governor, and lead facilitator:

- One accountable partner for design, delivery, and results.
- Core workshops delivered personally.
- Specialist technical workshops sourced, secured, and managed through vetted external providers, under the same governance and quality standards.
- Cost certainty across the full 12 months.
- Capability transferred to your internal teams from the start.

FROM COURSE TO PROGRAM

Our two-day design courses (pages 31 and 32) equip your HR team to design leadership and graduate programs. Our development programs build and run them with you.

Each program is scoped to your organization. Contact training@thehrtalent.com to discuss your requirements.

Program Type:
Capability Development (12 Months)

12-Month Graduate Development & Nationalization

A 12-Month Pathway from Graduate Intake to Job Readiness

THE 12-MONTH JOURNEY

Built on the 70-20-10 model: 70% experience, 20% exposure, 10% education.

Month 0	Months 1-3	Months 4-9	Months 10-11	Month 12
1	2	3	4	5
Design & Selection	**Induction & Foundation**	**Rotations & Mentoring**	**Placement**	**Readiness Review**

PROGRAM OVERVIEW

Graduate programs are among the most powerful ways to build national talent, and among the easiest to get wrong: unclear pathways, inconsistent assessment, and graduates who leave before the investment pays off. This 12-month program turns graduate intakes into a reliable pipeline of job-ready talent, aligned with nationalization priorities across the GCC, with clear assessment gates confirming readiness at every stage.

We have worked with major organizations across the GCC, including government and energy-sector leaders, on initiatives of this kind.

WHAT'S INCLUDED

- Program design: target roles, rotation plans, and success measures.
- Selection support and a structured induction.
- Three streams of workshops:
  - **Foundational:** professional and workplace skills, delivered personally by Mostafa Azzam.
  - **Institutional:** your organization, its strategy, and its ways of working, delivered personally by Mostafa Azzam.
  - **Technical:** role-specific skills, delivered by specialist providers we source, secure, and manage.
- Rotations with on-the-job development plans and mentoring.
- Assessment gates at months 3, 6, and 9, and a final readiness review.
- Individual development plans for every graduate.

ROLES & GOVERNANCE

- **We provide:** program architecture and governance, foundational and institutional workshops, sourcing, contracting, and quality management of technical providers, assessment, and progress reporting.
- **You provide:** a program sponsor, line managers and mentors for each rotation, and a program coordinator.
- **The result:** one accountable partner for every provider, workshop, and assessment gate.

MEASURING IMPACT

- **Retention:** graduates who stay through the program and beyond.
- **Readiness:** results at each assessment gate.
- **Progression:** placement into target roles and time to productivity.

WHO IT'S FOR

Organizations recruiting graduate cohorts, including national graduate programs. Scoped to your organization.

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