

**Name – Designation**

*Xceed | November 2008*

# **Capacity Building: Human Capital Development for Progress**

# Human Capital Development for Progress

To come up with an organizations' readiness plan with Development Strategies that could adapt to future needs of competent employees, and leaders based on the required skills and attitude.



# Capacity Building: Human Capital Development for Progress

## Agenda

- Quality of Labor Pool
- Planning for human capital development.
- Leadership Development Model at Xceed
- Success stories.



# Quality of Labor Pool

- Quality of HR: labor pool is ample and educated, 220,000+ university graduate per year with high Languages proficiency in western languages - accent-neutral - due to the strong tourism industry and education
- Commercial Sophistication: Egypt's workforce is accustomed to same goods & services usage as in Europe, in addition to the popularity of western music and movies



Xceed



# Planning for Human Capital Development

To forecast the supply versus demand of competent employees, and work on people development to select from a pool of High Potentials Employees

• Approach: **enabling and empowering our people**

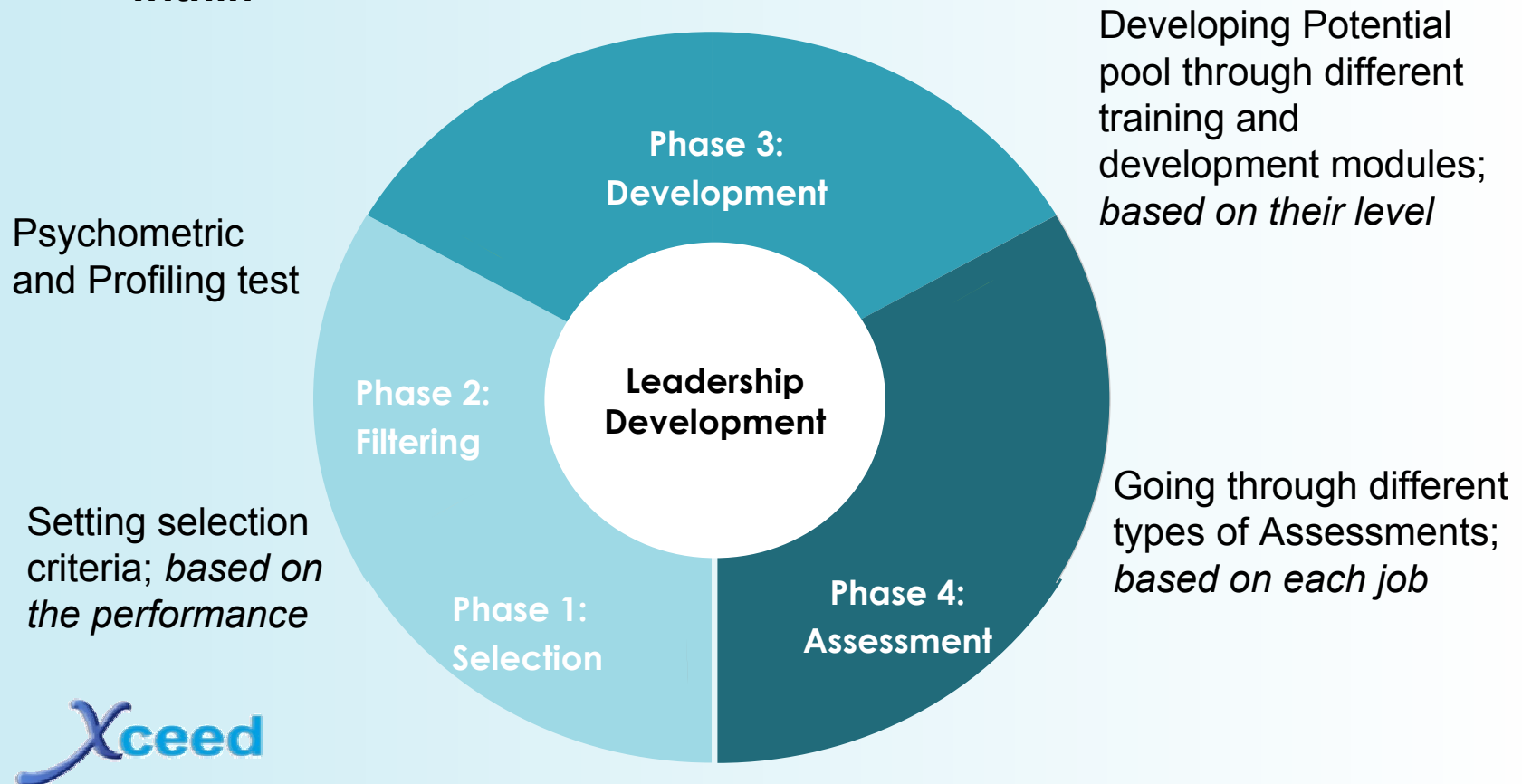
• Methodology:

- Design **Personal Development Plans** based on technical and behavioral needs
- Defining **Career Path**
- Developing **Succession Planning** for all key jobs
- Setting a concrete **Performance Management System**,
- and work on the **Managers Cadre Development**.



# Leadership Development Model at Xceed

The model is intended to Develop Leadership Cadre from within



# Success Stories



" Xceed est attentive, non seulement à mes plans de carrière, mais aussi à mon développement personnel."



" Xceed offered me the opportunity to grow both personally and professionally. I started as a Team Leader and grew to a managerial position"



**Thank you!**

