

SEC PEAK 2023/24

CORPORATE TALENT ASSESSMENT AND ACCELERATION PROGRAM

ACCELERATE TO PEAK PERFORMANCE

A GLOBAL BEST PRACTICE PROGRAM: SAUDI ELECTRICITY COMPANY (SEC)

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ROCKET LAUNCH YOUR EMPLOYEE EXPERIENCE

FIND YOUR **FORWARD**
THROUGH **fitt**[®]
THE MULTI AWARD-WINNING
TALENT SOLUTION

Forbes
| Councils

CIPD | Middle East
People Awards

WINNER
SUSTAINABILITY
Innovation Awards 2022
Entrepreneur

Winner
Tech
INNOVATION
AWARDS
2021
Presented by
Entrepreneur

Winner
THE FUTURE OF
HR

SUSTAINABILITY Innovation Awards | 2022

fluidmeet

lifeinscreen

EMC

Entrepreneur

CONSTRUCTION

Business

Healthcare

Design



The Award-Winning SEC Program

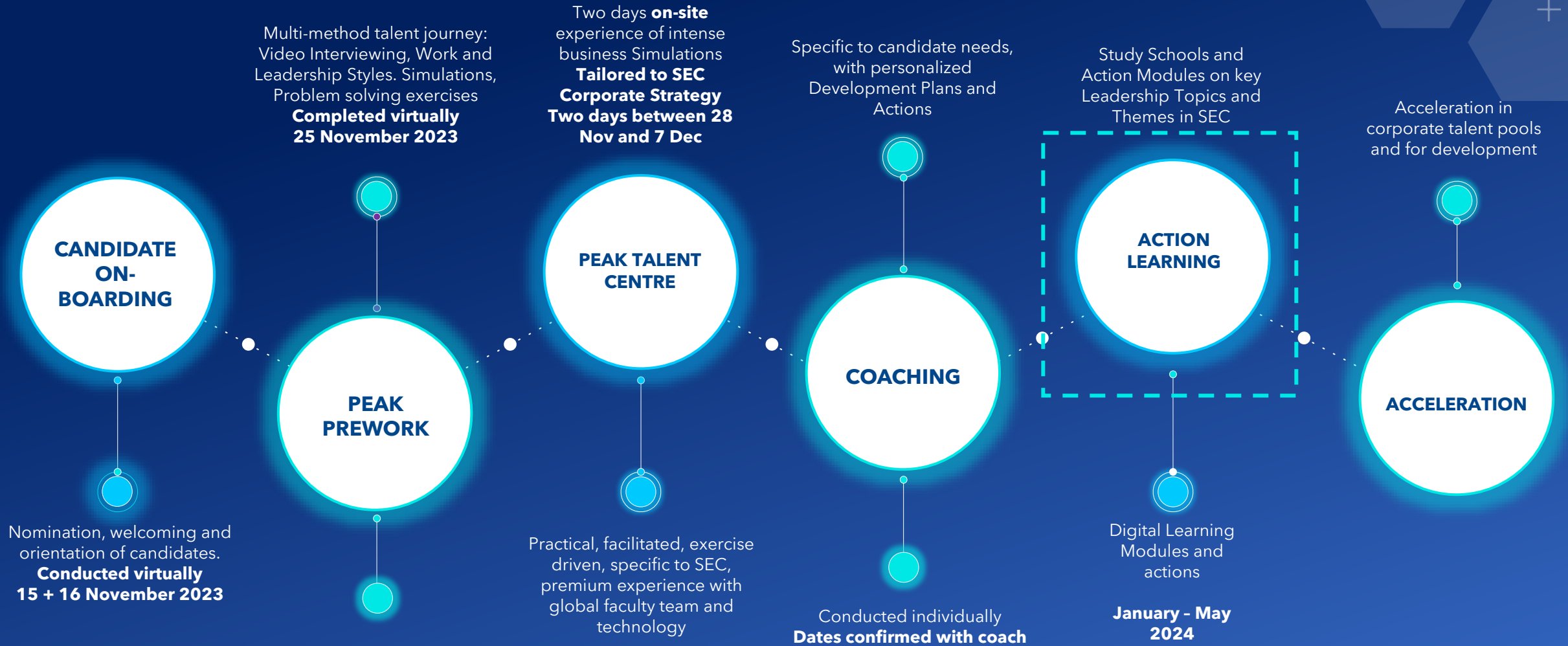
SEC Competence Model

Domain	Business and Operations	People and Customers	Sustainability and Processes	Stakeholders and Interaction	Commercial and Global	Future of Work
Competencies	Vision and Strategy	Customer Focus	Driving Processes and Compliance	Stakeholder Management	Commercial Acumen	Innovating for Growth
	Performance and Execution	Building High Performance Teams	Managing Risk and Continuity	Emotional Intelligence and Inclusiveness	Negotiating Outcomes	Digital Readiness
	Change Management	Influence and Executive Presence	Data Analytics and Forecasting	Resilience and Energy	Global Awareness	Agility for Complexity

Main Competencies

Corporate Competencies

SEC PEAK JOURNEY



PREPARE FOR PEAK



COMMIT



EXCEL



PEAK

SEC PEAK PROGRAM

ACTION MODULE 2

CAREER PLANNING IN THE DIGITAL AGE

Exponentiate your impact

Prof Marius Stander

COURSE OUTCOMES

At the end of this course you should be able to:

- Identify the competencies required for a modern leader within SEC
- Structure a clear career development plan
- Envision and plan for your future self
- Define a roadmap for self awareness



GETTING STARTED

For this action module you need:

- A notebook and pen
- An open mind
- An engaging approach
- Your PEAK Development Report
- Visit the SEC PEAK Website





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Section 1

THE MODERN SEC LEADER

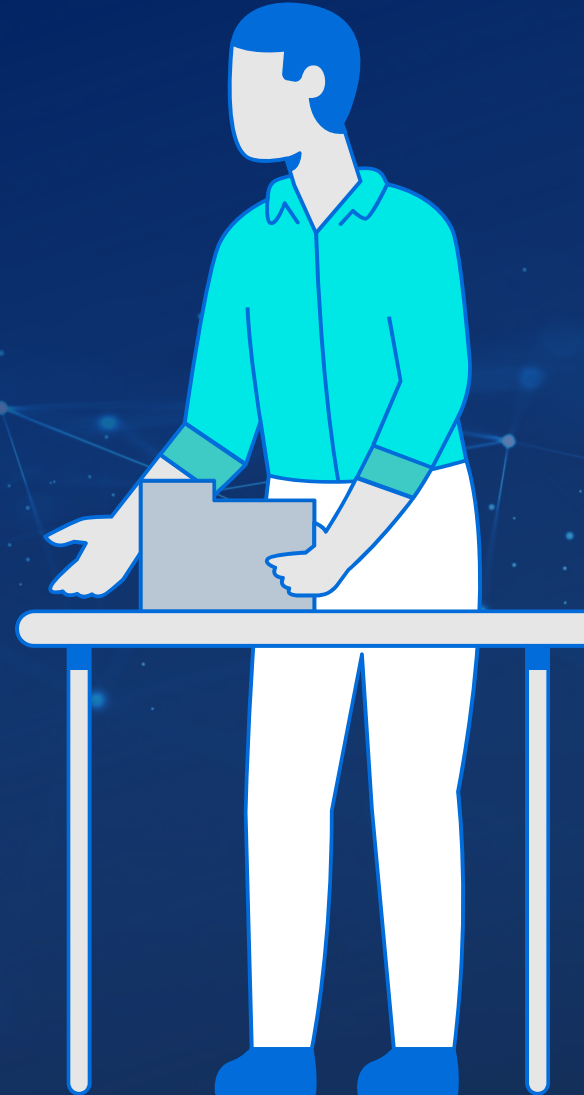


ACTIVITY 1:

BUILD A PROFILE

Take a step back and consider the requirements of a modern-day SEC executive. From the list below, identify as a team:

- Three critical competencies
- Two important competencies
- One favourable competency



UNIVERSAL STRENGTHS FRAMEWORK



CORE STRENGTHS

Collaboration and teamwork

Communicating with Impact

Building Relationships

Planning and Organizing

Analyzing Information

Managing Resources

Continuous Learning



ENABLING STRENGTHS

Delivering results

Decision Making

Working Under Pressure

Focus on Quality and Standards

Managing Performance

Delivering Processes

Managing Conflict



LEADERSHIP STRENGTHS

Driving Innovation

Customer Focus

Business and Commercial Acumen

Empowering Others

Networking

Influencing

Developing People



FORWARD LOOKING STRENGTHS

Data Analytics

Leading Change

Strategic Forecasting

Managing Ambiguity

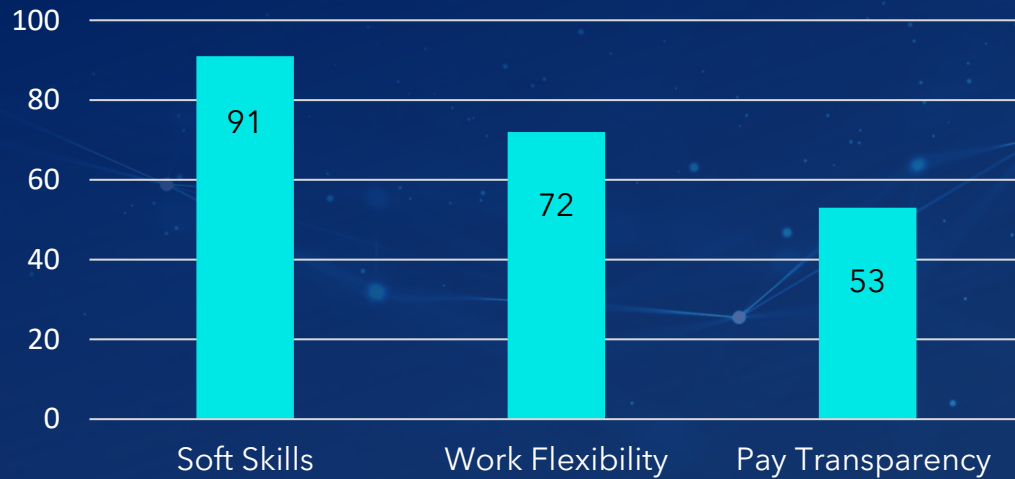
Learning Agility

Solutioning Complexity

Digital Mindset

THE WORKFORCE OF THE FUTURE

Trends Transforming Global Workplaces expressed as % (LinkedIn)



Sense Making. Applying root cause analysis. Identifying relationships. Systems and design thinking.



Social Intelligence. Connecting and making meaning across stakeholders.



Adaptive Thinking. Generating options. Delivering ingenuity and blue ocean strategies.



Cross Cultural Competency. Operating in diverse cultural settings. Global focus and sensitivity.



Computational thinking. Data and digital literacy. Technology readiness.

HOW ARE THE FOLLOWING TECHNOLOGIES SHAPING YOUR SKILLS OF THE FUTURE?



**Business Intelligence Platforms
and API Integration**



AI, Automation and Bots



Big Data



Cloud and super computing



Mobile and Web Applications

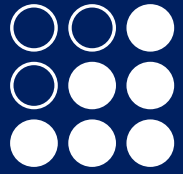
ACTIVITY 2:

INTROSPECTION

Spend a few minutes reflecting on how you are developing yourself on the following skills of the future. Let's get some feedback:

- Virtual executive presence
- Technology tools adoption
- Self-directed teams development
- Job crafting for self and others





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Section 1

THE MODERN SECLEADER

Ready your surfboard. Tide is coming in

Wrapping Up. Let's spend 10 minutes discussing the major trends and patterns influencing the tide of change in SEC. What type of leaders do we need?





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Section 2

CAREER PLAN

Step by step. To infinity and beyond.





QUOTE OF THE DAY

**HE WHO FAILS TO PLAN,
PLANS TO FAIL**

Winston Churchill

THE RISE MODEL FOR CAREER PLANNING



RISE UP. RISE FORWARD. RISE FAST



ACTIVITY 3:

GROUP DEBATE

Watch the video below. It explores the importance of Career Development for Industry 4.0. Now, as a team, debate how SEC is rising to the equation and answer the questions below





QUESTION 1

Career planning can best be described as

- A) The efforts we put in to ensure we are qualified for a promotion or new job opportunity
- B) The systematic and intentional planning of one's career to progress
- C) The identification of activities that enable us to be more employable
- D) Our efforts to enhance our reward and remuneration prospects

That's correct!

Career planning is the range of activities we engage in to develop as people

QUESTION 2



Employee disengagement is a costly symptom of a lack of development opportunities

- A) True ←
- B) False

That's correct!

Estimates are that 500 billion USD annually are lost due to disengagement

QUESTION 3

The "3E" Model for Career Planning stands for

- A) Experience, Exposure and Education
- B) Experience, Eagerness and Elevation
- C) Experience, Education, Explosiveness



That's correct!

Career planning entails a careful combination of Experience, Exposure and Education in a 70:20:10 ratio

QUESTION 4

In the RISE Model, the “R” of career planning goals represent:

- A) Being reactive
- B) Being retrospective
- C) Being realistic
- D) Being rapid



That's correct!

Career goals and planning should be specific and attainable

QUESTION 5

When it is said that career planning should be exponential, it is implied

- A) That it needs to dramatically upskill the employee in a short period of time
- B) That career planning is a bold and courageous step only for those who want to advance
- C) That it needs to position the individual for a future with robots and AI
- D) That it needs to be future orientated and meeting of the demands of work in a digital age

That's correct!

Career planning is an exercise in crafting the future and readying for a new world of work

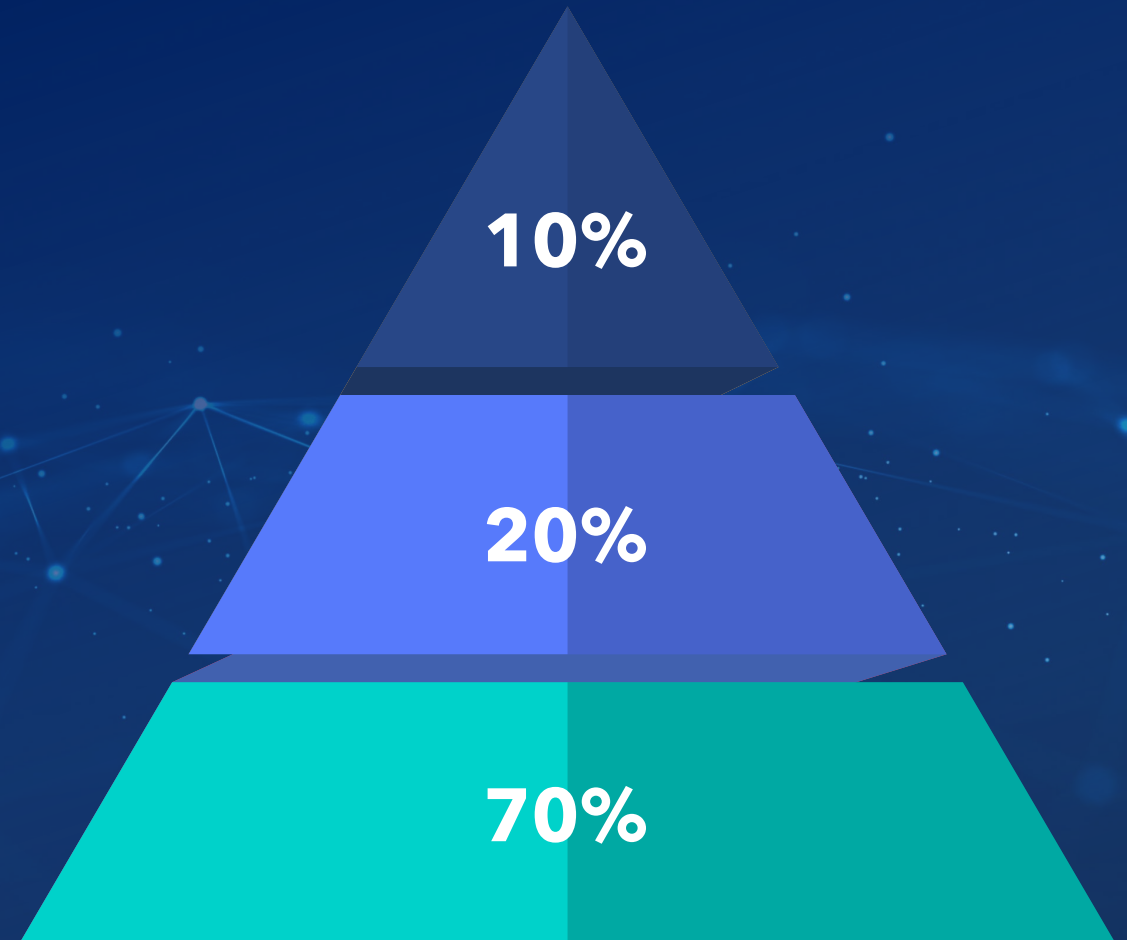
THE EEE-MODEL FOR PROFESSIONAL DEVELOPMENT

Experience (70%): On the job experiences, activities in real time, learning by doing

Exposure (20%): Gaining formal and informal exposure, coaching and mentoring

Education (10%): Formal coursework and training

Source: Centre for Creative Leadership



ACTIVITY 4:

BUILD A PLAN

Apply the 70/20/10 model of professional learning and development to the below case study. Compile a development plan for Mohammed.

*Mohammed is a talented Engineering Manager within SEC. He has been earmarked as a potential future Corporate VP of Projects. Below is a snapshot of his CV. **Compile a career development plan for Mohammed.***

Mohammed Sample

Qualifications

Mechanical Engineering (KFUPM)

MBA (University of Cambridge Judge Business School)

Experience

2016 – 2018: Engineer in Training (SABIC)

2018 – 2020: Junior Projects Engineer (SEC)

2020 – 2021: Manager: Special Projects (SEC)

2021 – current: Senior Projects Engineer (SEC)

ACTIVITY 4:

CONTINUED

Apply the 70/20/10 model of professional learning and development to the below case study. Compile a development plan for Mohammed. Limit to 7 developmental activities.

Experience	Exposure	Education
Participate in a mega project	Attend a conference	Complete a MBA
Do a job rotation	Receive coaching	Do a PhD
Compile a budget	Receive mentoring	Attend a Leader as Coach Course
Deliver a management presentation	Sit in on management meetings	Teach a course
Brainstorm a new idea	Participate in a design project	E-learn: Data Analytics
Work on a digital system	Join a Community of Practice	Advanced Diploma in Project Management
Automate a work process	Attend a workshop in Communication	Attend an Executive Presence Course
Compile a project management plan	Job shadow a senior from a different SBU	Course: Advanced Negotiation
Lead a performance conversation	Global assignment	Certificate: Black Belt/Six Sigma

METRICS. REIMAGINED

5%

The ratio of global managers who receive formal career planning training by their organizations (Trevor-Roberts).

150%

Cost to replace a skilled and developed employee in an organization as a % of annual salary (Fors Marsh)

3X

Likelihood of career mobility of a candidate with a formal career plan vs a candidate without a plan (fitt)

84%

Percentage of Millennial and Generation Z Employees who expect their employer to have a formal career and mobility plan available to them (Accenture)

Understand your Operating Manual

Strengths, Development Areas, Preferences, Drivers, Emotions and Skills

1

2

Ask the difficult questions

Put in the work. Explore. Wrestle. Deep dive

3

Get feedback. Appoint a personal board

Access expertise, guidance and support. Sound board ideas

Stay curious

Every Day a New Opportunity for Learning. Create the habit

Be fearlessly authentic

Live your values. Be the change

5

4

MAP YOUR MOVE

To better self-awareness

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MAP YOUR MOVE

To better self-awareness

HOUSEKEEPING.

CHECKING IN

Important Priorities

- Complete your coaching sessions
- Make sure you can access your digital learning



CLOSE

PEAK

EDGE ELV BUSINESS SIMULATOR

UNIVERSITY OF CAMBRIDGE

WHAT MARKET TRENDS
ARE YOU OBSERVING
AROUND YOU?

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