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MANAGEMENT

Get ahead through training

■ Two upcoming conferences will look at ways companies can build success with the right skills and attitude

DUBAI **Aimee Greaves**

A new trend is emerging in the corporate world aimed at encouraging managers to build on their skills and take a proactive approach to leadership.

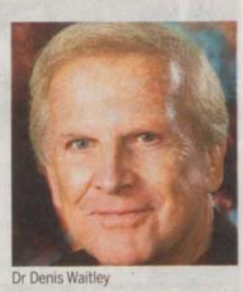
With two seminars taking place next month addressing different areas, executives have no excuse not to help their staff develop and thus move the company forward.

Next Wednesday and Thursday will see the inaugural Empowering People – Building the Nation, which is aimed at professionals in both business and education to do their bit to move the country into the future by helping society as a whole. Then at the end of the month, the Management Innovation Forum looks at the rapid scale of development underpinning a need to innovate in order to make businesses successful.

The event follows Dubai's inclusion as the 14th most innovative country in the world, according to the World Global Innovation Index 2007.

It is the only Middle East country to make it.

"In today's competitive global environment, regional companies wanting to keep ahead of the curve know that innovation is fundamental to winning and retaining both customers and employees," says conference director Purva Hassomal.



Dr Denis Waitley

With more seminars of this kind cropping up, is it a sign that there is a lack of skills in the UAE or merely just a way of improving existing ones?

Sajjad Ayub, a partner in Knowledge Oasis, which has organised the seminar, argues that it is not necessarily about a hole in the availability of skilled personnel, but about the need to advance.

"A lot of people feel the need to up their skills very quickly and that applies to both locals and expats," he says. "In these cases we need experts to show them how this can be achieved."

This is where Ayub thinks his empowerment seminar can help because the sessions will help delegates grow in confidence. "It sounds idealistic but it's very powerful in a company environment. I think there should be more empowerment in the UAE. This is such a huge area of opportunity, it will make a massive difference," he says.

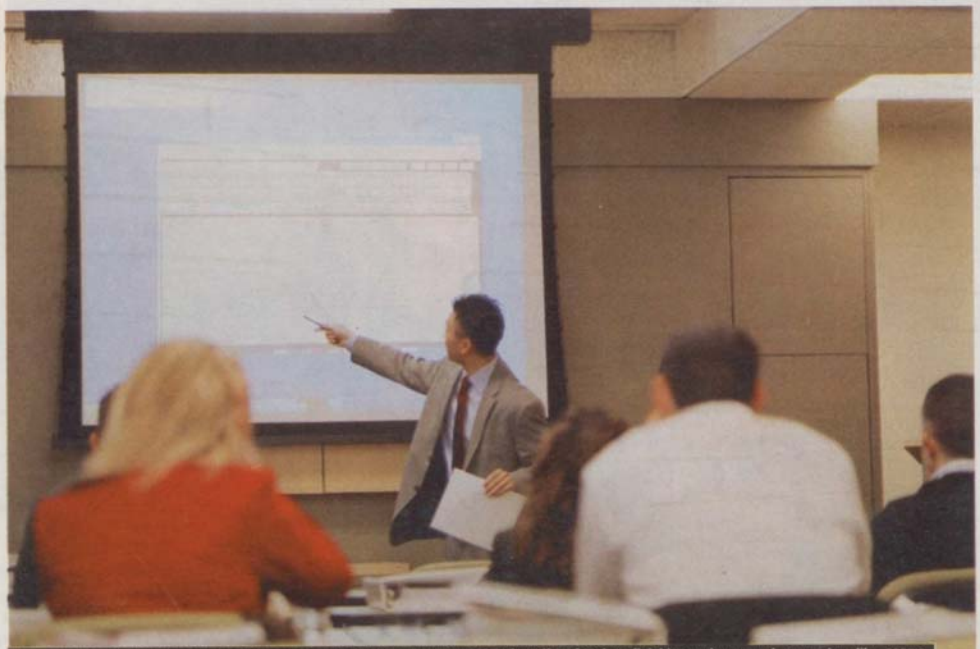
The conference will include five different programmes each addressing a way in which people can be empowered based on their experience. One speaker, Dr Denis Waitley will cover "Building a Championship Team." Having inspired Fortune 500 executives, Olympic champions, astronauts and world leaders he believes people – no matter what their standing in a company – need to be empowered in order to feel worthwhile in the workplace.

"By definition, empowerment means feeling power within yourself and global competition demands that quality and value must be provided by every organisation, because there are many choices available in the goods and services we use. Only highly motivated and dedicated employees can create this quality and value," he says. He also believes in the power of positive thinking for a person to achieve their aims, but this has to be supported with external factors.

"Real empowerment is gained through a combination of traits, which I call Kash flow, an acronym for knowledge, attitude, skills and habits. When people feel competent in gaining successful outcomes, and are praised and encouraged to continually improve, they become internally motivated to embrace excellence in all areas of their lives," he says.

Dr Waitley's business partner, Dr Maryann Rosenthal will also speak. In a talk called "Seeds of Greatness" she'll look at the impact parents can have on navigating their child 's future. From both the employer and employee viewpoint, the changing nature of what constitutes family is one of the complications of today's society. Employers are only just realising the quality of an employee's family life impacts work quality and business.

"The goal is to help our children become optimistic and confident adults that will become the leaders of tomorrow," she says.



GETTING IT RIGHT Management training conferences lead to empowerment and are therefore beneficial to employees and companies alike CORBIS