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Posted By:	Janeta Novakovic (press@ameinfo.com)
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## “Middle East Talent Management Forum”, Dubai, 26th-27th April 2006

Fleming Gulf is organizing the first international conference on talent management in the Middle East; Allan Schwayer himself, the talent management guru, the author of 'Talent Management Systems' will be present in Emirates Towers on 26th & 27th of April to open the conference with his presentation: 'The Age of Talent: From Human Resources to Talent Management'.



Well-known international institutions like Microsoft, Schlumberger, or leading regional companies - Americana Group, Alfardan Group, are coming with case studies on talent management from within, unveiling their strategies and experience.

First of all, to manage talent you must have the vision on what your institution needs after a year, after five or ten or more, and the UAE University is speaking exactly about this.

Central Bank of Oman tells how the value-based leadership is inspiring & nurturing talent in an organization; Computer Associates, considered the 'best place to work in IT', speaks about recruitment of talent.

About development of talent you can hear Emirates Bank and Al Futtaim Group, and if you are interested in staff retention, listening to Dubai Islamic Bank and Al Wasl Hospital will be helpful. If the lack of long term commitment of your talented employees is an important issue in this region, you have to listen to American University in Dubai how to overcome it.

'To be of maximum benefit for the attendees, we designed a cross-industry forum; thus, they will take home not only 'recipes' from the leaders in their field,' says Fleming Gulf production team. 'The talent war that started to be felt in the region must not find us unprepared, so we gathered the necessary tools and the experts to show us how to use them.'

Is this an event for the Human Resources professionals? Certainly, but not restricted to them. All senior executives who are involved in the recruitment process must be able to recognize the talent when they come across it; training and learning would be superficial without expressly designed strategies for talent and the list can continue. Everybody is practically involved in talent management to a certain extent and the human factor gains ground rapidly.

'Today, about 85% the market value of publicly traded companies rates on intangibles - ideas, speed, innovation, brand, intellectual property, partnerships, etc. Some of today's brightest

companies, such as eBay, Apple and Google, are almost entirely comprised of intangibles. In these organizations and thousands like them, the loss of a few critical employees can spell disaster,' says Allan Schwayer, the key note speaker at the upcoming 'Middle East Talent Management Forum'.

Two days of information share and expert networking are being prepared for those who need solutions for recruiting the best people, developing and training them, assure their retention and plan for succession smoothly when these key-people are retiring. Irrespective of the field, banking and finance, groups of companies with divers activities, IT, higher education, health, they all benefit from sharing strategies and experience in a five star event.

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AME Info FZ LLC - PO Box 502100, Al Thuraya Tower 1, 20th Floor, Dubai Media City United Arab Emirates  
Phone: +971(4)3902700 - Facsimile: +971(4)3908015 - [press@ameinfo.com](mailto:press@ameinfo.com) - <http://www.ameinfo.com>