

01 Talent Search

“No one respects talent that is concealed.”

Desiderius Erasmus

Experts



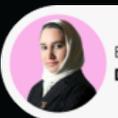
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Talent Search: Talent IN

Challenge Background

Talent search and retention are the most challenging task for corporations. Although, many people could claim that they are talented and gifted individuals, professional experts view gifted and talented people as those who excel and outperform their peers locally or internationally in one of the humans' domains. In early ages, intelligence tests are the tools to identify *latent* talents, in young adulthood, demonstrated potential is the *measure* of talents. Further, gifted and talented individuals demonstrate high achievement, highly motivations, and eager to learn more and create an impact on self and others. Those individuals are in every society, they are champions in various fields. They maybe winners of Olympiad, science fairs, competitions, recognized for their outstanding performance, and are attracted by top academic institutes.





Talent Search: Talent IN

Relation To Goal

The Global Talent Platform (GTP) aims to recruit and empower talents from around the world. Further, it needs to assist qualified individuals in landing their ideal career in multinational corporations both inside and outside Saudi Arabia, which needs to be framed within the current landscape. The benefit to the talented is a collaborative experience that will support the future educational assets in their portfolio. In addition, it will hopefully create a cadre of young talent that can network for future opportunities.





Talent Search: Talent IN

Problem Statement

Based on the design principles of GTP, and due to the diversity of talented individuals, and their various levels, there are some problems in reaching and finding these individuals. As the number of bright minds increase each year, this task can become very difficult. So there needs to be solutions to fill these gaps in order to reach and select talented individuals.





Talent Search: Talent IN

Solution Requirements

This "Talents IN" challenge offers you the opportunity to produce innovative ideas that will provide solutions to the problems listed above. Your solution should be developed to provide your recommendations for; Identifying and reach the top talent according to the design principles listed and Selection of the participants. There should be a rubric designed in order to evaluation the candidates and assess the key characteristics required to become a contributing member of the GTP.

Tools

- Background Links
- Resource Links
- User defined journey
- Convergent and divergent brainstorming





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Communication Tips

- Use the challenge pathway
- Use the analytical tool to understand the phenomena and bring new perspectives to your solution
- Ask the *subject matter experts* to get insights
- Create stick notes, drawings and data/graphs, if necessary
- Clearly state the problem, the solution and the potential impact
- Upload your solution to the platform





Talent Search: Talent IN

Ready, Set, GO!

- Leader of the group discusses the strategy, defines roles, and motivates the team, and formulate the solution collectively.
- As a group, discuss the background and review any relevant links and literature
- Assign group tasks for the allotted time
- Go through the brainstorming process
- Reconvene the team approximately 20 minutes prior to session end
- Communicate your solution in a clear and interesting format





Talent Search: Talent IN

Specific Result

Solutions for 3 main problems:

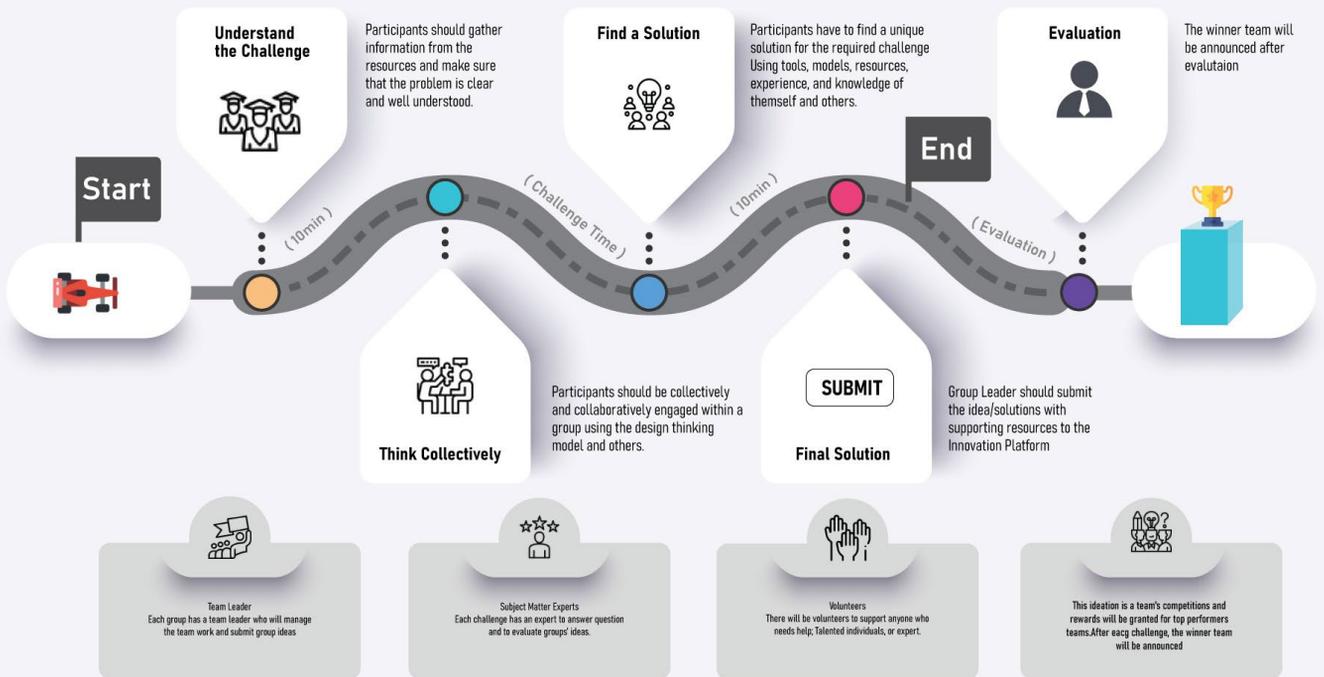
1. Identify & Reaching the top talented participants.
2. How to select the participants.
3. How to retain.

Resources

- [My Next Move](#)
- [How to identify skill gaps in the workplace \(with tips\) | Indeed.com UK](#)
- [How To Find the Perfect Job For You \(With Tips and Tricks\) | Indeed.com](#)



How Ideathon Will Happen? For each challenge



Challenge pathway (90m)

1

Understand The Problem

Take few minutes to know the understand the real problem and the expected result.

2

Find solutions

As the detailed groups, each group will focus on it continent to find a solution for it.

Design principle: **Post up**

3

Prioritize outcome solutions

Take all the solutions that you find, and arrange it based on its priority from two sides; talented individuals and subject matter experts.

Design principle: **Matrix plotting**

4

Submit your ideas!

Condition "Design Principles"

Platform thinking variables to be consider for designing a successful platform

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SMART



Platform Objective

Digital Platform is required to design with future talent business needs and priorities, complexity, and technical maturity. We Mawhiba then merge with our patterns, practices, and principles of enterprise platform towards the existence of a Global talent platform – one of its kind at a global scale whose objective is to "Inspire and empower" talent that can create a positive impact on humanity

STEM
Only it serve to talent domain of Science Technology, Engineering and Math.

MODULAR
Module design with micro-services to be integrated with other Sponsor platform

AGE
The Platform will be for the age group above 19+ to early 30s.

REVENUE
The platform to sustainable with business model characteristics in terms revenue generation.

TECHNOLOGY Platform Virtual
The Platform to be virtual space allows diverse stakeholders to benefit or contribute towards its value.



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Design Principle Cheat List

What is Platform Thinking

- It is Software Based open environment with open infrastructures,
 - It is orchestrator for connecting diverse systems across sectors with our border
 - It is harnesser the network affect
 - Connecting Multiple stake holder towards resource benefit and value output
- In nutshell : The new way of thinking and executing is in terms of participants that interact to create and consume value e.g., Uber,

Ref: <https://www.thoughtworks.com/insights/blog/art-platform-thinking>

What is Platform Design

Platform design involves a spectrum of design choices regarding the infrastructural capabilities and governance mechanisms employed by a platform. These choices are made within the framework of the market within which the platform operates, the interactions that market participants engage in, and the incentives needed to attract participation.

Ref: <https://platformthinkinglabs.com/materials/the-three-design-elements-for-designing-platforms/>