



## 02 Talent Empowerment

*“If you find that you are the most talented person in the room, you need to find another room.”*

Austin Kleon

### Experts



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## Talent Empowerment Talent Space

### Challenge Background

Different definitions have been developed to describe the term empowerment. For example, in education, it is defined as “intrinsic motivation, experiences of success, a sense of competency, the development of strengths, and self-respect. In the field of business, it is defined as “creative decision-making from the delegation of authority and expanded responsibility” (Anme, 2016, 2). In our conference, GCGC 2022, we define talent empowerment as a way of providing talented individuals (within Global Talent Platform (GTP) resources, skills, opportunities, tools, experience and motivation to, learn, interact with like minds by engaging in problem solving teams, innovate solutions for projects and challenges posed by partners and organizations worldwide.





## Talent Empowerment Talent Space

### Relation to Goal

Empowering bright minds is one of the most important objectives of the GTP. According to some studies, abilities were increased academically, socially, and creatively when talented individuals received services to nurture their gifts compared with talented individuals who received no services. When talented individuals are empowered, they come up with amazing ideas and create brilliant products especially when they interact with like minds supported by advanced technologies.



## Problem statement

Based on the design principles of GTP seek to empower talented individuals by providing excellent experiences for them. The empowerment component in the platform can be providing scientific resources, developing skills, providing professional workshops and experience, and motivation these individuals to empower them to be better persons and to lead solving problems and challenges.

As a team, think collectively about how the platform can empower its talented individuals. Possible questions to answers are as follow:

- What types of support and empowerment can be provided to individuals through the platform?
- What services and educational and training programs are individuals looking forward to?
- How does the platform help to build teamwork of talented individual's skills?
- What are the most effective teamwork design?
- What are resources that must be available on the platform?
- If the team or one of its members needs training in specific skills related to the challenge, how is the training provided on the platform? What is the mechanism for determining the training need?



## Talent Empowerment Talent Space

### Solution Requirements

This "Talent Space" 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 empowering talented individuals according to the design principles listed. Particular attention should be given to using the recommendations in a sample user defined journey, so that it brings a real-world application to the forefront.





## Talent Empowerment Talent Space

### Tools

- Background links
- New Empowerment Models On Practical Strategies For Wellbeing <https://1drv.ms/b/s!AkMEQOGqj-Asgf0uVb7fn7Ups4lC1g?e=khxrLF>
- Resource links
- Learn How to Enhance Human Talent Through Empowerment and Leadership <https://blog.starmeup.com/en/performance-management/human-talent/>
- User defined journey
- Convergent and divergent brainstorming





## Talent Empowerment Talent Space

### 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 Empowerment Talent Space

### 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 Empowerment Talent Space

### Specific Results

**Solution for gaps, needs, and the best practices for empowerment** during the talented pathway from age 20 to above until reaching the career capital that match with their career path.

### Resources

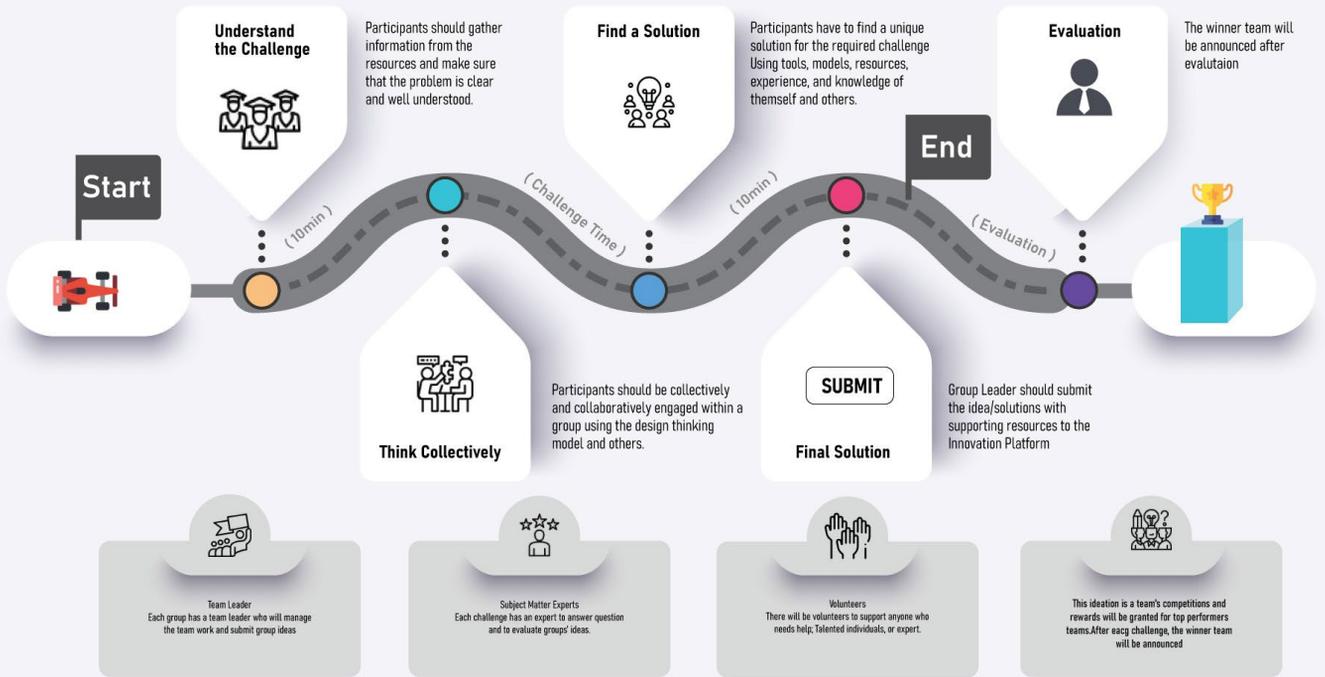
- How To Find the Perfect Job  
[How To Find the Perfect Job For You \(With Tips and Tricks\) | Indeed.com](https://www.indeed.com/learn-to-apply/how-to-find-the-perfect-job)
- World bank website  
<https://www.worldbank.org/en/home>
- Career Capital  
<https://www.researchgate.net/publication/298830917> The components of career capital and how they are acquired by knowledge workers across different industries
- What do you want to do for living? – My Next Move  
[My Next Move](https://www.my-next-move.com/)





# Talent Empowerment Talent Space

## How Ideathon Will Happen? For each challenge



# Challenge pathway (150m)

1

## Understand The Problem

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

2

## Skill

How would you like to improve your knowledge and skills?  
What tasks and activities that will help?  
Skills for future 5 or 10 years?

Design principle: **Affinity diagraming**

3

## Career Type

Read about career path vs career capital, what is the Ideal career way for you?  
Would you prefer a stable job with fixed scope of work? Or a job that has different challenges every day?  
Or if you'd like to have your own business, what kind of company do you want to create?  
Consider every aspect size, industry, location, and culture.

**Brain Writing**

4

## Submit your ideas!

Take a photo of your roadmap, affinity diagram, and submit it on the platform. And you are all done from this challenge

# Condition "Design Principles"

Platform thinking variables to be consider for designing a successful platform

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Platform thinking variables to be consider for designing a successful platform

# 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/>