

HR Club explores strategies for managing high-potential talents

The session featured presentations by Ahmed Imbaby, Senior Regional Manager at Oracle Human Resources, Maysa Al-Muhtar, Human Resources Leader at Oracle UAE, and Ihab Al-Saadani, Human Resources Solutions Consultant at Oracle.

Key topics discussed included identifying flexible, high-potential employees, modern practices to enhance talent capabilities and their organizational impact, and how to leverage smart technology to implement flexible practices that advance human resources development.

The speakers emphasized the importance of *cultural fit*, *professional ambition*, and *performance levels* as key factors for identifying individual differences in employee flexibility and potential. They noted that not all employees will exhibit the same high-performance level and that it is the organization's responsibility to assess employee competencies and identify those with exceptional skills and creativity.

The discussion highlighted the shared responsibility of organizations, direct managers, HR departments, and employees in discovering and nurturing flexible talent. Key to this process is offering learning, training, guidance, and development opportunities, with a focus on cooperation among all parties involved.

Feedback—both positive and constructive—was also noted as essential in developing flexible talent. Guidance and mentorship should be provided in a supportive environment, with a structure that allows mentors to effectively support employees. Furthermore, understanding an employee's skills and capabilities is crucial to unlocking their full potential and ensuring optimal investment in their development.

About the Human Resources Club

Launched in 2010, the Human Resources Club serves as an important intellectual platform, bringing together thousands of individuals passionate about human resources and related fields, whether in human resources issues and support services or general and emerging issues.

It offers opportunities for professionals to discuss and exchange ideas on HR topics, services, and emerging issues, enhancing the role of HR

departments and institutional services across various sectors in the UAE.

The club fosters interaction among HR experts and professionals, offering a space for the exchange of experiences and solutions. Membership is free and open to anyone interested in human resources, institutional support, and related fields. Those wishing to join can apply via the Authority's website (www.fahr.gov.ae) or by emailing HRClub@fahr.gov.ae
