الأكاديمية العربية للعلوم والتكنولوجيا والنقل البحري

Arab Academy for Science, Technology & Maritime Transport

The International Conference for Training and Organizational Development **TOD'26**

TOD'26 International Conference for Training and Organizational Development



Driving Skill Shift:

Competency and Innovation

for Sustainable Organizational Development

Co-Organizer:

Organizer: معهد تدريب الموانئ Port Training Institute

IHRIM

University of South-Eastern Norway

The Nautical Institute

Media Partner: ربان السفينة Robban Assafina

TOD'26
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Building a Resilient Workforce: Leadership Agility and Skill Transformation in Times of Disruption

ARKAS EGYPT SAE.

Tamer Adel

HR Senior Manager - Arkas Egypt



Media Partner: ربان السفينة Robban Assafina

معهد تدريب الموانئ Port Training Institute

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"Change is no longer an event; it has become the operating environment."

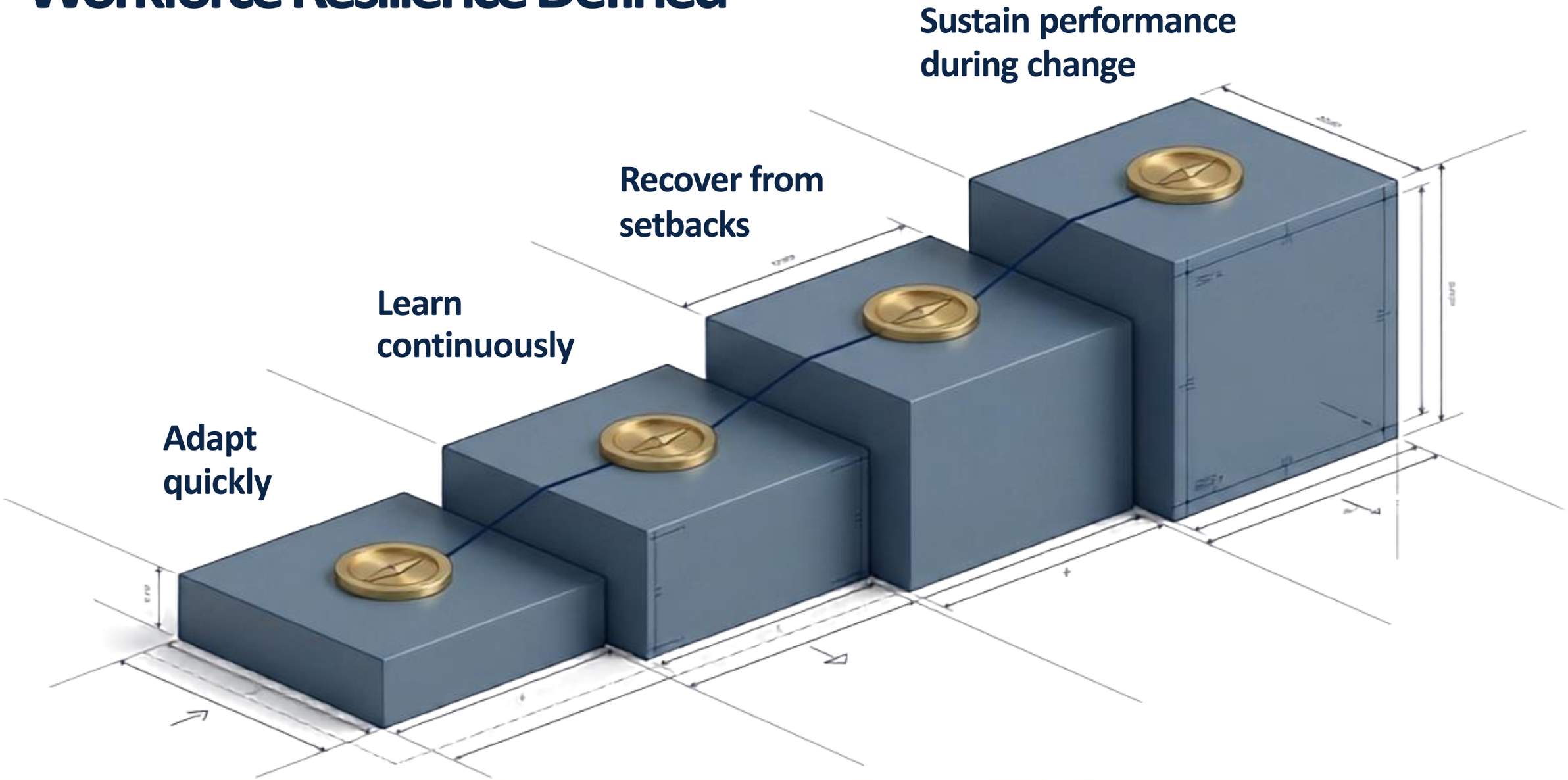


How can organizations remain competitive while preparing their workforce for an uncertain future?

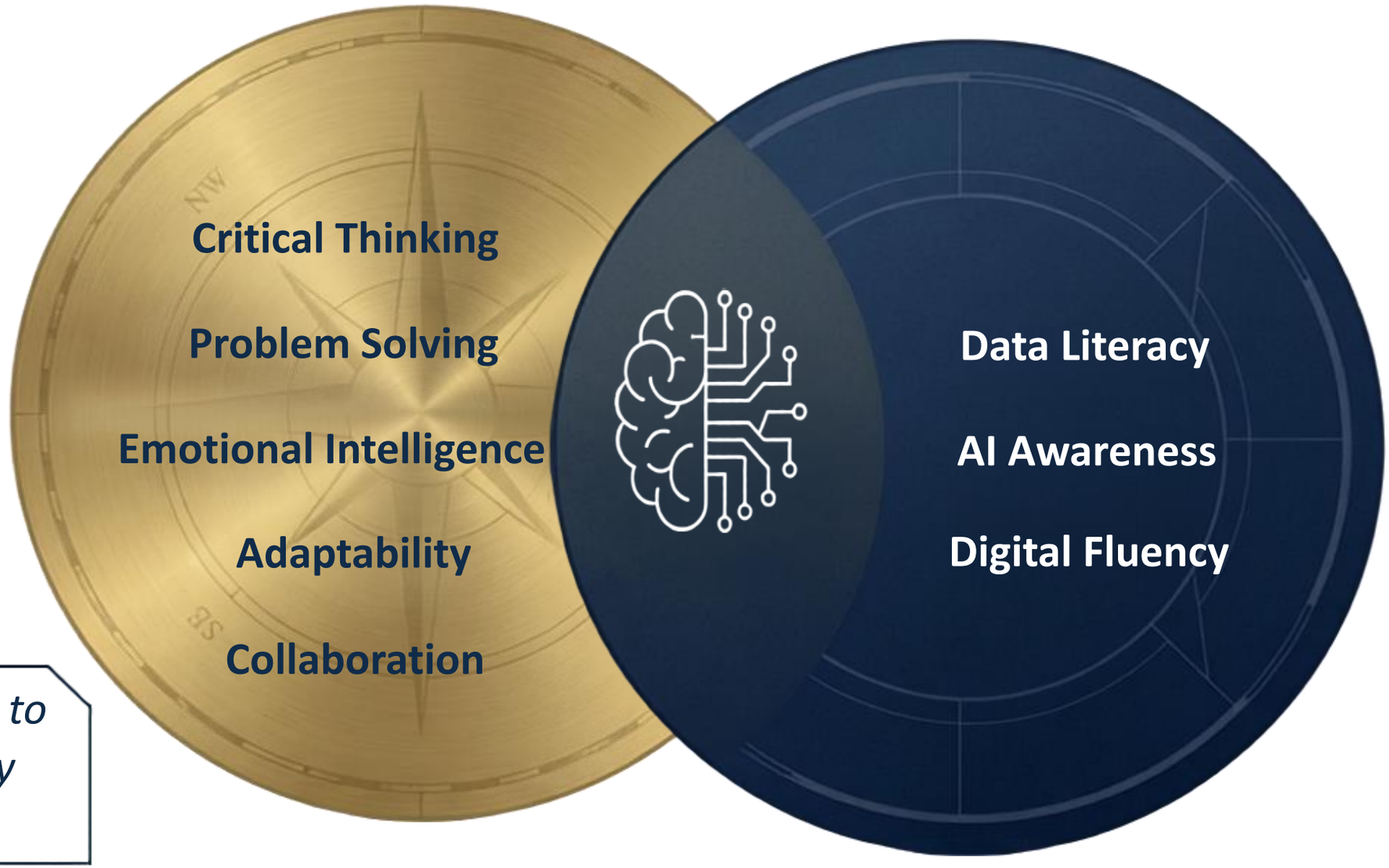




Workforce Resilience Defined



The Most Valuable Skills of Tomorrow



The future belongs to learners, not simply experts.

Traditional Approach

- Focus on current job requirements
- Workforce Administration

HR's Strategic Role

Future-Focused Approach

- Skills mapping
- Competency frameworks
- Future capability planning
- Workforce Transformation

Agile Leaders:



Five Critical Behaviors



Effective Partnerships ◆

Why Collaboration Matters: Organizations cannot develop future skills alone.



01 Universities

Universities contribute knowledge and emerging talent.

02 Industry Networks

Industry networks facilitate benchmarking and knowledge sharing.

03 Professional Associations

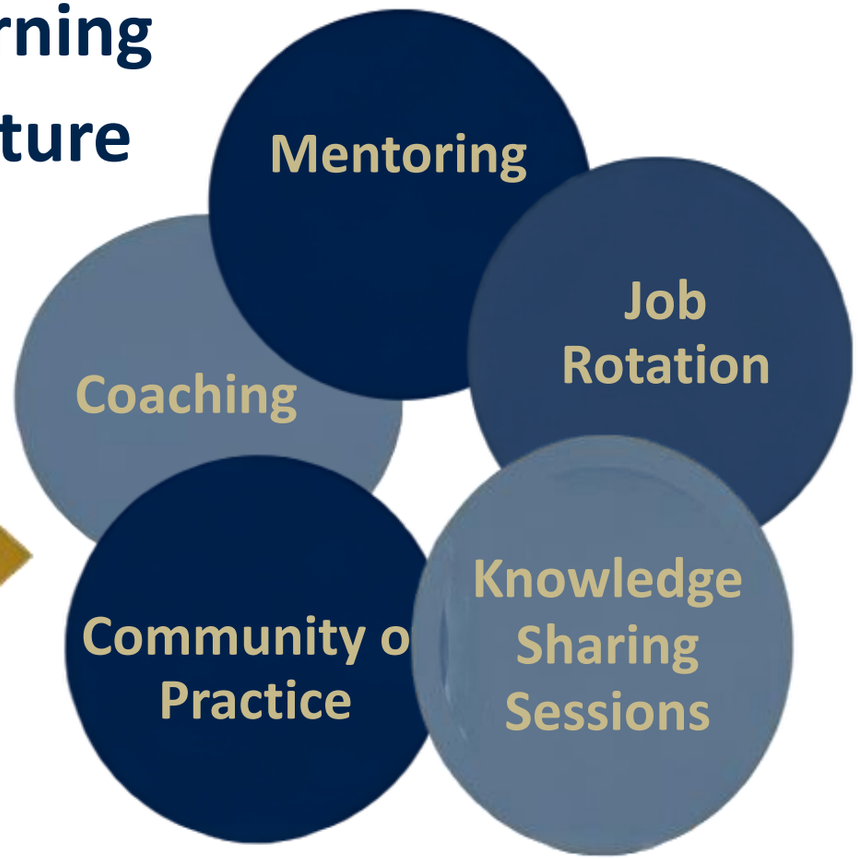
Professional associations provide industry insights and functional best practices.



Training Events

Shift From

Learning Culture



Learning must become part of daily work.

The Resilient Workforce Framework



Remember:



Disruption is permanent.



Skills are the new currency.



Agile leaders accelerate adaptation.



Collaboration multiplies learning.



Resilient workforces create resilient organizations.



ARKAS EGYPT SAE.

Tamer Adel

HR Senior Manager

