Arab Academy
for Science, Technology
& Maritime Transport

الأكاديمية العربية
للعلوم والتكنولوجيا
والنقل البحري

TOD'26
International Conference for Training and Organizational Development

# Conference Program

## Driving Skill Shift:
## Competency and Innovation
### for Sustainable Organizational Development




Organizer: معهد تدريب الموانئ — Port Training Institute




Media Partner: ربان السفينة — Robban Assafina

9 - 10 November 2026

Crowne Plaza
Alexandria Mirage

Co-Organizer: IHRIM | Institute of Organization Development | University of South-Eastern Norway | The Nautical Institute




International Conference for Training
and Organizational Development

# DAY 1

## 9th November, 2026



TCD'26

International Conference for Training and Organizational Development

## Session Chairs



Dr. Tarek Elbakly



Prof. Karim Tonbol



Dr. Mohamed AbdRabou

## Speakers



Dr. Dennis Hill



Dr. Hesham Alarky



Ms. Latifa Oumouzoune



Prof. Salman Nazir



Dr. Deborah Waddill



Mr. Khalid Rabie



Dr. Ibrahim Wahied Ibrahim



Mr. Hossam Nassar



Dr. Somiyeh Djavanroodi



Mr. Fady Labib




Mr. Ramy Ibrahim, SPHRI, PAC

# Driving Skill Shift:

## Competency and Innovation

for Sustainable Organizational Development



TOD'26

International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development




## Opening Session

| | |
|---|---|
| 08:30 - 09:30 | Registration |
| 09:30 – 09:35 | TOD Movie |
| 09:35 – 09:45 | **Opening Remarks**<br>Prof. Alaa M. Morsy<br>Dean, Port Training Institute<br>and Maritime Research & Consultation Center, AASTMT |
| 09:45 – 09:55 | **Co-Organizer Speech**<br>Dr. Somiyeh Djavanroodi<br>The Nautical Institute Academy, UK<br><br>Prof. Salman Nazir<br>University of South-Eastern Norway (USN) |
| 09:55 – 10:05 | VIP Speech -TBA |
| 10:05 – 10:15 | **Keynote Address**<br>H.E. Prof. Ismail Abdel Ghafar Ismail Farag<br>President, AASTMT |
| 10:15 – 10:20 | Memorandum of Understanding Signing Ceremony |
| 10:20 – 11.00 | Coffee Break |



TOD'26
International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development

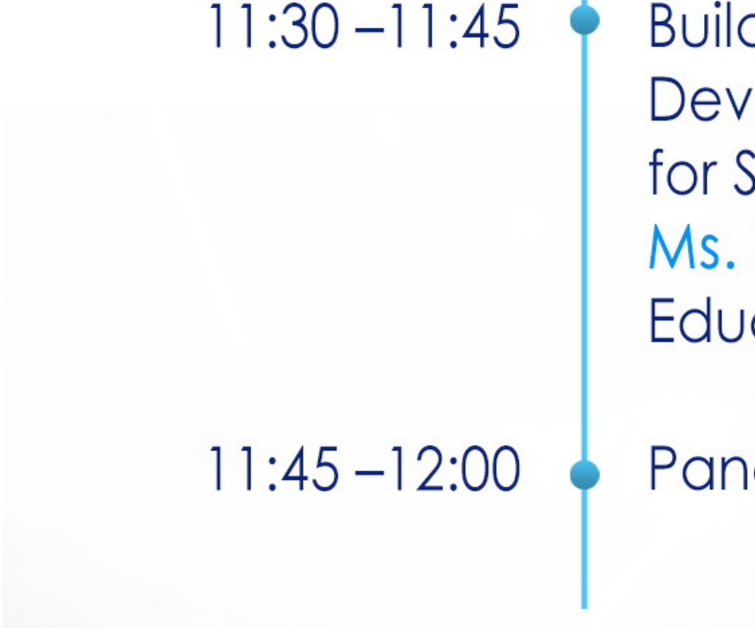


## Session 1

## Future Skills and Workforce Transformation

Session Chair: **Dr. Tarek Elbakly**
Chief Human Resources Officer, AASTMT

| | |
|---|---|
| 11:00 –11:15 | The Great Skill Shift: Developing Human Judgment in the Age of AI Coworkers<br>Dr. Dennis Hill<br>IHRIM CEO/Cofounder, Consortium DEHR / Founder, Sagacity LLC |
| 11:15 –11:30 | Personal Branding is the New Career Currency.<br>Dr. Hesham Alaraky<br>Deputy Director, Entrepreneurship Center, AASTMT<br>Personal Branding Strategist |
| 11:30 –11:45 | Building Future Skills for the Digital Maritime Era: Developing Competency-Based Training for S-100 and S-200 Data Production.<br>Ms. Latifa Oumouzoune<br>Education and Training Manager- IALA/World-Wide Academy |
| 11:45 –12:00 | Panel Discussion |



ICTOD'26
International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development




## Session 2

## Leadership Agility and Organizational Resilience

Session Chair: **Prof. Karim Tonbol**
Dean, Maritime Postgraduate Studies Institute and Scientific Research for Maritime Affairs, AASTMT

12:00 – 12:15 From Training to Competence: Human Factors, Simulation and AI-Supported Learning
Prof. Salman Nazir
Professor of Maritime Training and Assessment
University of South-Eastern Norway (USN)

12:15 – 12:30 Building Future-Ready Workforce Competencies Through Technology-Enabled Applied Learning
Dr. Deborah Waddill - Online
President of Restek Consulting, LLC, USA

12:30 – 12:45 Making Change Irresistible
Unlocking Opportunity Through Leadership Agility
Mr. Khalid Rabie
Executive Director of Consultancy. VIDSCOLA DWC; Dubai, UAE

12:45 – 13:00 The Impact of Generative AI on Future Skills Development and Workforce Transformation:
The Mediating Role of Continuous Learning Capability
Dr. Ibrahim Wahied Ibrahim
Head of Logistics and Supply Chain Department, College of International Transport and Logistics (Port Said), AASTMT

13:00 – 13:15 Panel Discussion

TOD'26
International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development



## Session 3

### Partnerships, Collaboration, and Knowledge Exchange

Session Chair: **Dr. Mohamed Hassan AbdRabou**
Dean, Productivity and Quality Institute, AASTMT

| | |
|---|---|
| 13:00 –13: 15 | From Skills to Capabilities: How HR Can Build Organizations Ready for the Future<br>Mr. Hossam Nassar<br>HR Director, Maersk Egypt |
| 13:15 –13:30 | Anchored in Safety, Driven by Innovation: Reimagining Maritime Training for the Next Generation<br>Dr. Somiyeh Djavanroodi<br>Head, The Nautical Institute Academy, UK |
| 13:30 –13:45 | Future-Proofing Human Capital: Reskilling Talent and Building Organizational Agility<br>Mr. Fady Labib<br>Head of Human Resources – North Africa Cluster<br>DHL Global Forwarding |
| 13:45 –14:00 | From Capability to Global Credibility: How International Certification Accelerates Career Growth Practical Experience from HRCI<br>Mr. Ramy Ibrahim<br>HRCI Ambassador - MENA Region |
| 14:00 –14:15 | Panel Discussion |
| 14:15 | Lunch |




International Conference for Training
and Organizational Development

# DAY 2

10th November, 2026



TOD'26

International Conference for Training and Organizational Development

## Session Chairs



Prof. Ayman Adel



Prof. Zeinab Younis



Prof. Riham Adel

## Speakers



Eng. Abir Leheta



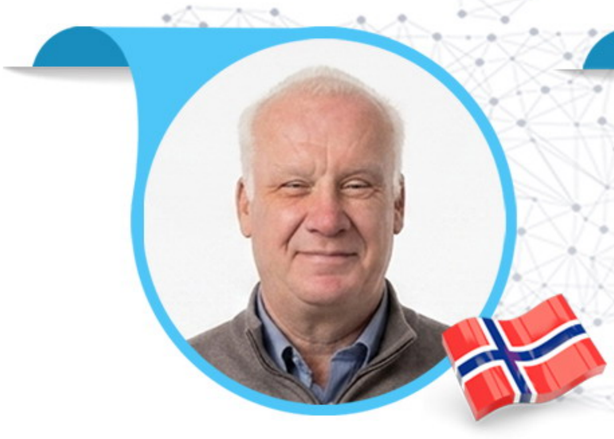
Dr. Inga Bartuseviciene



Mr. Sameh El Agamy



Dr. Doaa Ayoub



Prof. Per Haavardtun



Dr. Hebatallah Soliman



Dr. Nancy Zentis



Mr. Hassan Ali



Mr. Tamer Adel



Dr. Ola Abdelwahab



Dr. Mahmoud Bahgat



Dr. Mona Awad

# Driving Skill Shift:

## Competency and Innovation

for Sustainable Organizational Development



ICTOD'26
International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development



## Session 4

## Digital Transformation and Smart Organizations

Session Chair: **Prof. Ayman Adel**
Dean, College of Computing & Information Technology, AASTMT

09:30 –09:45 Bold Moves for Organizational Transformation and Resilience
Eng. Abir Leheta
Group CEO Shared Services, Egytrans NOSCO

09:45 –10.00 From Idea to Practice: How Learning Ecosystems Make Innovation Stick
Dr. Inga Bartusevičienė - Online
Associate Professor of Maritime Education and Training (MET) - World Maritime University (WMU)

10:00 –10:15 From Jobs to Capabilities: Driving Skill Shift in Greenfield Organizations
Mr. Sameh El agamy
Deputy Director of Human Resources
Damietta Alliance Container Terminals (DACT)

10:15 –10:30 The Great Skill Shift: Developing Human Judgment in the Age of AI Coworkers
Dr. Doaa Ayoub
Associate Professor of Marketing, Faculty of Business Administration, Economics and Political Science (BAEPS), The British University in Egypt

10:30 –10:45 Panel Discussion

10:45 –11:05 Coffee Break

TOD'26
International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development



## Session 5

### Innovation, Creativity, and Intrapreneurship

Session Chair: **Prof. Zeinab Younis**
Professor of Public Administration and Community Service Coordinator,
The British University in Egypt

11:05–11:20 Removing Humans From the Decision Loop:
Will All Accidents Disappea? – Transforming Communication Between People and Technology
Prof. Per Haavardtun
Associate Professor in Nautical Operations
University of South-Eastern Norway (USN)

11:20 –11:35 Building Intelligent Organizations: Leadership, Talent, and Future Skills in the AI Era
Prof. Riham Adel
Dean, International Transport & Logistics Institute, AASTMT

11:35–11:50 Cultivating an Entrepreneurial Mindset:
The Role of Intrapreneurs in Driving Organizational Performance.
Dr. Hebatallah Mostafa Soliman
Assistant Professor of Business Administration, Faculty of Business,
Alamein International University, Egypt

11:50–12:05 Innovation for Sustainable Organizational Growth
Drive Innovation to Achieve Long-Term Organizational Success
Dr. Nancy Zentis - Online
CEO, Institute of Organization Development (IOD), USA

12:05–12:20 SHRM Representative-TBA

12:20–12:35 Panel Discussion

ICTOD'26
International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development



## Session 6

## Human Capital Development in the Age of Disruption

Session Chair: **Prof. Riham Adel**
Dean, Institute of International Transport & Logistics, AASTMT

12:35 –12:50 Competency Management System
Mr. Hassan Ali
Manager of Learning and Development
Ethydco Petrochemical Company, Egypt

12:50 –13:05 Building a Resilient Workforce: Leadership Agility and Skill Transformation in Times of Disruption
Mr. Tamer Adel
Senior Manager of Human Resources & Administration, Arkas Egypt

13:05 –13:50 **Debate Session**
Human Capital Management vs. Human Capital Development: Which Creates the Strongest Organization?

Dr. Ola Abdel Wahab
Head of Learning and development, Arab Bank
Dr. Mahmoud Bahgat
Head of Human Resources Department, MRCC, AASTMT
Dr. Mona Awad
Head of Administrative Development Programs Department
PTI, AASTMT

13:50 –14:05 Panel Discussion

TOD'26
International Conference for Training and Organizational Development

# Driving Skill Shift:
## Competency and Innovation
for Sustainable Organizational Development




## Closing Session

| | |
|---|---|
| 14:05 – 14:35 | - Recommendations |
| | - Closing Speech |
| | - Honoring Speakers |
| | • Prof. Alaa M. Morsy<br>Dean, Port Training Institute and Maritime Research and Consultation Center, AASTMT |
| 14:35 | Lunch |



Arab Academy
for Science, Technology
& Maritime Transport

الأكاديمية العربية
للعلوم والتكنولوجيا
والنقل البحري







*See you*

TOD'27
International Conference for Training
and Organizational Development