



Etisalat Academy



Skills | Solutions | Results



أكاديمية اتصالات
etisalat academy
Skills | Solutions | Results

Welcome to Etisalat Academy

Our AED 170M, 1.2M sq ft campus stands testament to the unparalleled commitment Etisalat has to human capital development.

For almost four decades, Etisalat has always put its people first. That's why the Etisalat Academy was first created, to make sure people got the development needed to make the company great.

You might think that we are only here to serve Etisalat and you would be wrong.

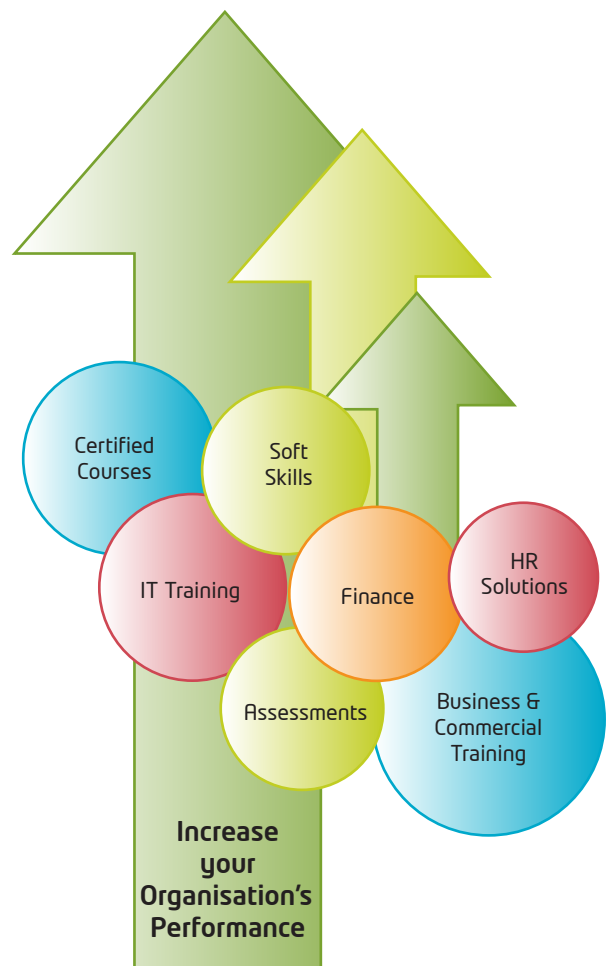
Whilst it is true we service our growing group of more than 27 companies in 18 countries, their diverse workforces, languages and cultures, we also partner with many external companies and government agencies. Etisalat felt that what we are doing is so good, we should give external organizations the chance to work with us too. So we do.

As the largest single-source provider of training and development solutions in the Middle East, Etisalat Academy leads the way in offering best-in-class training solutions in Business, Finance, Telecom and IT Training.

We tailor programs to address the needs of the specific organization, the career aspirations of their employees and fit with their strategic direction. We know budgets are tight and therefore targeted development is critical in the current market.

We provide an immensely diverse spread and depth of assessment and learning options to meet the highly varied needs of each organization in public and private sector domains ranging from introductory soft skills to hard edged financial/technical skills. As you might expect, we also have long experiences in developing local talent, which many organizations value about the Academy.

This means we can provide end-to-end solutions from assessment, design, planning, delivery, evaluation and post-assessment tailored around your needs.





Assessment

Getting the most out of every dollar, dirham or pound of your HR budget is critical. If not, HR metrics are negatively impacted, such as turnover rates, time to fill employee well-being, employee morale and productivity.

Assessment is an excellent tool for HR Professionals to target budget where it can have maximum impact.

Often, assessment is only used for recruitment purposes, yet there are numerous other options to identify:

- development gaps
- employee career planning needs
- management effectiveness
- specific functional gaps (eg sales)
- leadership derailment risks
- team roles
- work values and motivations
- cognitive ability and personality characteristics ... and many others.

To achieve this, our highly skilled and experienced organisational psychologists can use a range of industry-standard psychometric assessments or build proprietary tests for your business context. Assessments can be delivered online or face-to-face.

Using our suite of options – SHL, Hogan, Strong, GeneSys, TMI and MBTI – we can tailor a solution to drive results for your organisation.

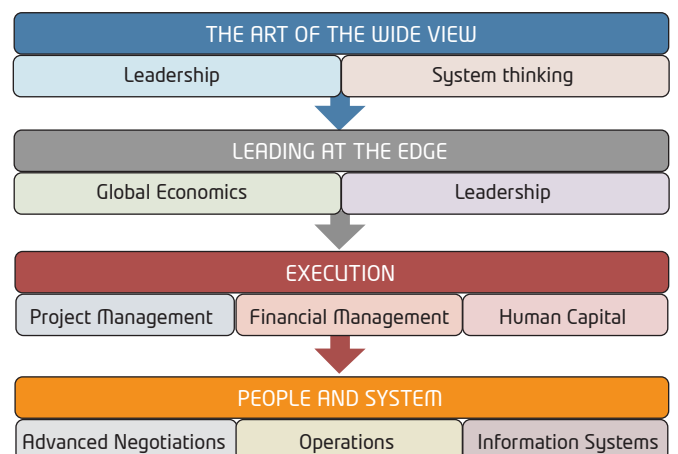
Assessment Applied

We developed a fully customised leadership development solution for a major national organisation. Assessment was a key element.

We used Personality Inventories, Ability tests and Competency based interviews to rank potential program candidates and identify the top 50 for the program. The assessments were also used to identify individual learning gaps.

The program was designed around the rolled-up needs analysis, with coaching to support individual learning goals during the 9 month program duration.

University-level assignments assessed knowledge and application during the delivery. Upon completion, each participant was psychometrically assessed using the same tools and approaches from the pre-selection phase. The progress of each participant was measured and growth given empirically, thus showing ROI.





Training

Business & Commercial Training

We deliver a comprehensive range of business training programs, seminars and master classes. Offering open enrolment as well as closed in-house programs, our learning services are available to customers throughout the Middle East and Africa.

We extend your learning beyond the traditional classroom environment by employing multiple learning tools – from workplace learning or collaboration to coaching and mentoring.

Management
Leadership
Communications
Interpersonal skills
Project management
Office administration
Marketing
Sales
Human resources
Finance
Accounting
Customer service

IT Training

Whether you're looking at polishing your project team's IT skills, or searching for the best provider of security certifications, look no further - here at Etisalat Academy you'll find an excellent range of information technology programs along with some of the best workshops that the industry has to offer. We've been bringing the rock-solid telecom-grade IT expertise to enterprises around the Middle East, delivering courses ranging from UNIX system administration to software development, IT management to scalable internetworking.

CISCO
UNIX
IT Security
Oracle
MS.NET Framework
EC Council
MS Windows Server
MS SQL Server
MS SharePoint
MS Exchange
Server

And while some training organizations are pushing around thousands of training course titles, our goal is to advance your IT career, to help you defend the IT infrastructure, and to assist you delivering the IT project on time.

Telecom Training

If you're looking for practical, engaging and skills-oriented training or virtually any other major telecom technology, Etisalat Academy is the place to go.

Part of Etisalat's long-standing tradition of award-winning telecom services, we provide training and know-how services to some of the region's largest telecommunications operators. Offering a diverse pool of telecom experts and consultants, we understand the specific telecom training requirements of your industry – from defence and energy to healthcare, finance, retail or manufacturing.

Access Network & Technologies
Data Communication & Networking
External Network
Construction
Radio & Mobile Communications
Transmission Networks & Systems





Leadership Development

Effective leadership is the key to moving your organization forward. We integrate the best of regional and international leadership knowledge and expertise to provide unmatched solutions that meet your organisation's unique requirements. We offer professionally accredited to bespoke programs based on your organisational requirements.

Our solutions help leaders transform organisations and form the high performance leadership vision that future challenges will require. We also assist leaders in applying knowledge and experience towards refining the skills underpinning critical decision making. Through results-focused, action-oriented learning our executive development provides ROI and makes business sense.

Our results-focused approach is:

- Tailored using industry best practice and strategies to meet specific needs
- Direct at partnering with your organisation and at using insights from your industry

- Integrated, including a wide range of delivery methods, from one-on-one coaching to group case studies and teamwork
- Practical, offering solutions that relate to real life business situations

Our performance management programs, involving state-of-the-art solutions such as 360 degree tools, facilitate employees to identify, apply and develop their skills and contribute effectively to business success. The focus is on tailoring and integrating training and development with a practical, results-oriented approach, to ensure that the outcomes are the ones that will really have a lasting transformative effect on the organisation.

With a multi-disciplinary training team that includes more than 40 leadership development specialists and a proven track record, we can help develop the leaders that will drive your organisation to new levels of success.





HR Solutions

We are not a recruitment agency. We are a learning organization that helps teams transfer knowledge, design and build HR processes, analyse and develop competencies, manage performance and achieve goals. We also identify the right people for the job, help you retain the best talent and maximize the potential of your leaders.

Our extensive experience combined with a thorough understanding of the culture, business and economy of the region mean that we can offer insights that will equip your people for success.

We help organisations to:

- analyse roles in concrete terms, and set tasks, objectives, KPIs
- define the skills and competencies needed for success in a role
- structure roles into meaningful job families
- transfer knowledge to HR teams enabling self-sufficiency in competency design
- develop organization-wide competency frameworks
- bring competencies to life by linking to a range of HR processes
- redesign HR processes to integrate new competencies

A major part of our approach to managing HR is to develop a competency framework that fits your organisation's needs. A well-designed competency framework is a key link between the skills, attitudes and attributes required by the individual and the tasks required by the job.

Taking time to identify these competencies can save you time and money by helping you recruit the right people for the job and ensure existing staff are working in the areas of your business where they can be most effective.



... equipping your people for success





Facilities

Our 1,200,000 square foot campus boasts world-class training facilities – from state-of-the-art telecom and IT labs, to the 280 seat auditorium, the sophisticated sports complex and 260 room on-campus residence.

With a total capacity of 1,500 participants, there is no better place to host a conference, run a team-building program, or invite partners for a product launch. So if your organisation is looking for a training room or a conference venue, look no further – our facility is the perfect setting for your event.

- 50 Training Rooms
- 280-seat Auditorium
- Corporate Meeting Rooms
- 260 room Residence
- Restaurant
- Sports Field & Running Track
- Sports Hall (including 170 seats and stage)
- Tennis, Volleyball and Basketball Courts
- Swimming Pool, Sauna
- Gyms



Events

Etisalat Academy is well-known throughout the region for conferences and events addressing current issues and trends across a range of industries. International speakers, top class venues and years of event management experience ensure that our events are world-class.

Events hosted by Etisalat Academy include the Technology Series, Eye on Government, annual HR conference, International Talent Conference, Gulf Finance Forum and more.



Training & Development



Seminars & Events



Corporate Facilities



Accommodation on Campus



Sports & Leisure Club



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