

Abu Dhabi Government - Agriculture

Assessment
Expertise



Company Profile

Talent2's client was an established department within the UAE Government focused on maintaining and improving the quality of the Emirate of Abu Dhabi's rural land and ensuring quality in the creation of high quality produce for local consumption.

Background

GRM International, a leading development management company, required the services of an expert organization that could provide an objective assessment for over 300 employees within a section of this UAE Government Department. The complexity of the situation involved a potential restructure and the loss / change of roles in a 'job for life' Department. The employees were spread across six major regions and over 50,000 sq kms and spoke a variety of languages including but not limited to English, Urdu and Arabic.

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Process/Solution

Talent2 worked with GRM International to define the key competencies required to be successful in each role across the Department. This required the use of a robust competency framework and clear definition around expected performance levels. Once this analysis was completed, a multi-lingual consultant team who had previous experience in conducting competency based assessments was brought together.

A detailed project plan and communications strategy was discussed and implemented within one week of project sign-off and the consultants were deployed to the various locations over the course of five weeks. The interview methodology captured critical information to inform the client of who had the relevant skills, experience, knowledge, qualifications and competence to perform successfully in the 'new world order'.

Benefits

Benefits to the client included:

- > Objective analysis of each employee against a robust competency framework as a diagnostic gap analysis
- > Detailed reporting that allowed the client to rank employees by role and region
- > The project team personally communicated the approach and reasons for the assessment to minimise 'the jungle drums' representing unproductive discussion amongst the employees
- > Awareness of the key strengths and development areas available within the organization