

>> Career Development Plan

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Overview

Injazat Data Systems is fully committed to supporting UAE National Development within the Organization and is aligning its strategy towards the Abu Dhabi 2030 vision.

A Career Development Plan (CDP) aims to support the candidate's development to ensure they are proficient in their current roles and adding value to the business objectives. In addition the CDP aims at meeting a Companies long term goals and individual's career aspirations.

Stakeholders

Injazat is responsible for supporting the implementation of an effective CDP for each UAE National employee. The main stakeholders in this plan are the CEO, Human Capital Dept, The Injazat Institute (Ti²) and candidate's Line Managers.

The most important stakeholder in the process to ensure success is the candidate themselves and they are responsible for ensuring that they provide full support to their career development in terms of training for the skills required within their current and future roles.

Purpose

A CDP is a way to set future goals for progression in a chosen career, supported by the key stakeholders and will:

1. Support the development of talented UAE National employees through a focused development program; and
2. Accelerate the development of high-potential UAE National Employees

CDP Process



- **Interview:** With Ti², HR Managers and employee;
- **Assessments:** Linked to Job Competencies and behavioral traits;
- **Analysis:** Identify skill gap against a defined set of competencies;
- **Development:** Skill gaps provide a clear picture of candidate development needs;
- **Approval:** Required both from the Candidate, Manager and HR;
- **Implementation:** Ti² is able to support the management of the CDP

Highlights

Career Development Plan (CDP) will help

- Support the development of talented UAE National employees through focused development programs
- Accelerate the development of high-potential UAE Nationals through:
 - Identifying High Performers
 - Developing Fast Track Programs
 - Implementing Succession Planning
 - Identifying Workforce Planning Strategies
 - Support through career counseling to develop career paths

Registration

Ti² will manage the entire process of Career Development Plan for the client ensuring the successful implementation for each candidate.

For more information contact:

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