



الأكاديمية السلطانية للإدارة
ROYAL ACADEMY OF MANAGEMENT

The National Program for Developing Leaders and Future Foresight Program



Blessed by His Majesty's Sultan Haitham bin Tarik honorary patronage, the Royal Academy of Management aspires to deliver His Majesty's ambition of further developing and empowering existing and future leaders in Oman, putting his royal directives regarding the development of all levels of government leadership into action.



The Royal Academy of Management

The Academy is a pioneering, world-renowned hub in executive leadership, and a platform for insight and innovation. It is underpinned by modern management practices in accordance with international standards of competitiveness and dynamism.

Created under Royal Decree No. 2/2022, the Academy aligns with Oman Vision 2040, which pledges to broaden the horizons of the nation's economy by providing Oman with national competencies and driven leaders.



About the national developing leaders and future foresight program

- ◆ The National Program for Leadership Development and Future Foresight* represents the ceaseless attention His Majesty the Sultan is paying to the human capital aiming towards the development and empowerment of national leaders and competencies in the country, in line with Oman 2040 vision
- ◆ The program targets senior officials in administrative positions (assistant general managers, directors of departments, assistant directors of departments) and their equivalents in the state's administrative apparatus.
- ◆ The program takes the participants on a rewarding learning journey for a period of 6 months, during which they need to be available to attend for 18 days.
- ◆ During the program, participants will learn about global developments in the areas of systematic institutional thinking, social intelligence, developing self-awareness, driving change, innovation, critical thinking and strategic thinking.
- ◆ The program was designed in cooperation with the Eller Center for Executive Education Programs at the University of Arizona, which ranks seventh in the United States in executive education programs and is one of the world's leading institutions in providing organizational development solutions.
- ◆ The program relies in its design on modern learning methods such as lectures, individual and group mentoring sessions, performance accelerator laboratories, and applied projects.



Programs vision / Programs objectives



- ◆ Developing leader readiness for a world of increasing complexity and change aligned with Oman Vision 2040.



What is the program objectives?

- ◆ Helping transform the way in which government leaders support the Omani economy.
- ◆ Building a pipeline of government leaders that can stand shoulder to shoulder with global leaders all around the world.
- ◆ Building bridges between Public and Private sector to advance Oman competitiveness in the world.

Target Audience



Assistant general managers, department managers, assistant department managers, and their equivalents



30 participants per cohort

Program language



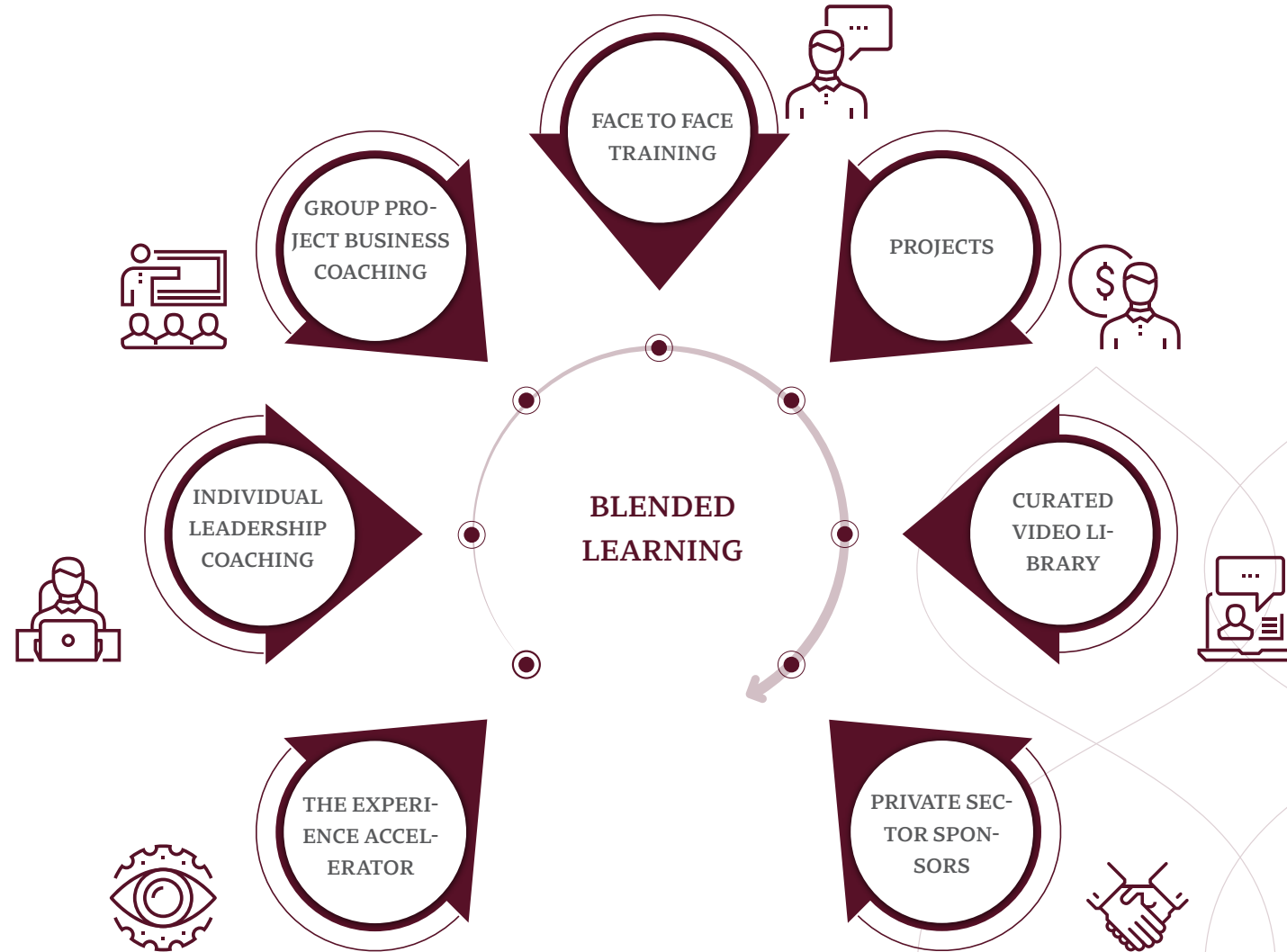
- ◆ First cohort (in English)
- ◆ Second cohort (in English)
- ◆ Third cohort (in Arabic)

Program duration



- 6** months
- ◆ October 2022 - July 2023
 - ◆ February 2023 - October 2023
 - ◆ September 2023 - April 2024

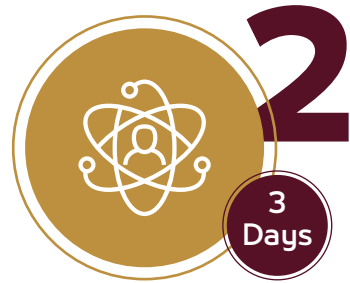
What are the Learning approaches?



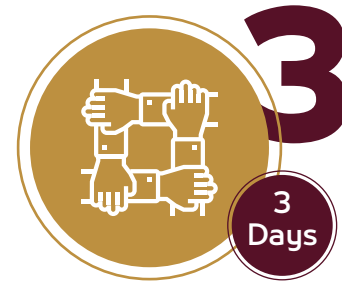
What is the Learning Journey?



Leadership Boot Camp



Think Like a Leader:
Enterprise Mindsets



Act Like a Leader: Agile
Collaboration



Leadership Persona:
Impact and Influence



Be a Leader:
Showcase

Competency Mapping



Leadership Boot Camp

Competencies:

- ◆ Growth Mindset Resilience, agility, adaptability, motivation
- ◆ Critical Thinking/Problem Solving
- ◆ Self-Awareness (EQ)
- ◆ Ethics and Values (Omani Identity)



Think Like a Leader: Enterprise Mindsets

Competencies:

- ◆ Innovation/Creative Thinking
- ◆ Strategic Thinking
- ◆ Decision Making
- ◆ Team Dynamics,
- ◆ Feedback Mechanisms,
- ◆ Silo Busting
- ◆ Ethics and Values (Omani Identity)



Act Like a Leader: Agile Collaboration

Competencies:

- ◆ Collaboration and Networks
- ◆ Targeted Messaging
- ◆ Networking
- ◆ Building Alliances
- ◆ Persuasion



Leadership Persona: Impact and Influence

Competencies:

- ◆ Communication
- ◆ Stakeholder Management
- ◆ Measuring Impact and financial forecast
- ◆ Influence and Persuasion



Be a Leader: Showcase

Competencies:

- ◆ Executive Presence
- ◆ Speaking to the Media
- ◆ Advanced Presentation

What are the eligibility criteria?



Nationality

- ◆ Omani



Education

- ◆ Minimum bachelor degree or equivalent



Experience

- ◆ A minimum of 5 years of work experience
- ◆ Assistant General Manager or Director or equivalent
- ◆ the candidate should be below 45 years old
- ◆ Received a “very good” grade in a Job Performanc in the last 2 years
- ◆ Fluent in English

Selection and Evaluation Process



Selection and Nomination by Ministries/
Government Institutions



Assessment of the Candidates

- ◆ Individualized measure of learner readiness



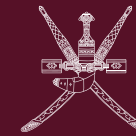
Face to Face Interviews (Successful
Candidates only)

- ◆ individuals will have an opportunity to demonstrate skills and abilities

Who are our partners?



- ◆ The Royal Academy of Management has partnered with the Eller Executive Education at the University of Arizona to co-develop and co-deliver a world-class development program aimed at creating and preparing well trained leaders.



Sultanate of Oman
Ministry of Finance

- ◆ The program is sponsored by Ministry of Finance (Offset)

About the University of Arizona

The University of Arizona Established in 1885, The University of Arizona (UA) is a Tier 1 Public Research University in Tucson, Arizona and has a worldwide reputation of the highest caliber in several educational disciplines with over 20 Colleges offering over 300 possible majors or graduate degrees.

Ranked as “the Top 1 percent” out of 18,000 schools in the Center for World University Rankings

The faculty include three Nobel Laureates, six MacArthur Fellows, and three Pulitzer Prize winners.



Eller Executive Education is one of the leading global providers of delivering organizational development solutions to companies around the world.

Ranked 7th in the U.S. and 24th globally (ahead of prestigious institutions like Columbia, UCLA and many others) for customized executive education by the Financial Times.



Executive Education
Ranking 2020

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The Royal Academy of Management

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