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20th - 21st October 2026

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Welcome to the 14th Annual GCC GOV HR & Youth Summit & Awards 2026

Your Excellencies, Distinguished Dignitaries, Esteemed Speakers, and Delegates,

On behalf of everyone at QnA International, it is my great pleasure to welcome you to the 14th Annual GCC GOV HR & Youth Summit & Awards 2026, taking place on 20–21 October at the Grand Hyatt Abu Dhabi Hotel & Residences Emirates Pearl, Abu Dhabi, UAE. It is a privilege to bring together such a distinguished gathering of Their Excellencies, senior government officials, policymakers, human resources leaders and industry pioneers, all united by a shared commitment to advancing human capital and shaping the future of work across the GCC.

Over the years, this summit has grown into a valued platform for dialogue, collaboration and the exchange of ideas that matter. As we come together for our 14th edition, we do so at a particularly exciting time for our region, as governments and organisations continue to transform the way they develop talent, nurture leadership and prepare their people for the opportunities ahead.

This year's theme, "Human Potential Unleashed. Shaping Future Nations," captures the importance of placing people at the heart of progress. From building future-ready workforces and developing essential skills to embracing artificial intelligence, strengthening employee well-being and empowering the next generation of leaders, the conversations we share over these two days have the potential to inspire meaningful and lasting change.

While our programme brings together insightful keynotes, engaging discussions, practical masterclasses and real-world experiences, I believe the greatest value of this gathering will also come from the connections we make. The opportunity to learn from one another, exchange perspectives across sectors and build relationships beyond the summit is what makes this community so special.

I would like to express my sincere gratitude to Their Excellencies, our distinguished Honorary Advisory Board members, speakers, partners and participating organisations for being part of this year's gathering. Your presence, experience and willingness to share your knowledge contribute immensely to the conversations that will shape the future of human capital across our region.

As we conclude with the GCC GOV HR & Youth Awards 2026, we will also celebrate the individuals and organisations whose dedication, innovation and leadership are setting new benchmarks in HR excellence and youth empowerment. Their achievements serve as a reminder that meaningful progress begins with people who are willing to lead, inspire and make a difference.

At QnA International, it has been our privilege to bring this community together once again. We hope that during your time with us, you will find opportunities to exchange ideas, discover new perspectives and establish connections that continue to create value long after the summit concludes.

Thank you for joining us in Abu Dhabi and for being part of this important conversation about our region's future. I hope the next two days are insightful, inspiring and filled with meaningful encounters.

A very warm welcome to all our distinguished guests. I wish you a successful and memorable summit.

Warm regards,



Sidh NC
Director,
QnA International

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ClearPeaks built its reputation as part of the Synvert group of data & analytics firms, together spanning over 3,000 successful projects and 250 customers. As part of GlobalLogic, a Hitachi company, ClearPeaks now pairs that specialist depth with GlobalLogic's digital engineering scale, giving clients a broader path from data strategy to intelligent, production-ready products.

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The company's comprehensive suite of AI-powered platforms—including X0PA AI Recruiter, X0PA Room (AI Video Interviewer), X0PA RPO, X0PA Academia, and the new Agentic AI offering, streamlines every stage of the hiring journey, from sourcing and selection to onboarding talent. By leveraging predictive analytics, machine learning, and robust scoring algorithms, X0PA AI reduces time-to-hire by up to 50% while significantly enhancing candidate quality and experience.

What distinguishes X0PA AI is its commitment to ethical AI implementation, the only AI-powered Recruitment Software platform to be certified by AI Verify, ensuring fairness and transparency throughout the recruitment process. Their solutions integrate seamlessly with existing HR Systems, ATS,etc., making advanced technology accessible to organizations of all sizes across diverse industries.

With a global presence and partnerships with industry leaders including Microsoft, X0PA AI continues to expand its footprint while maintaining its core mission: transforming workforce management through responsible innovation. For forward-thinking companies seeking to optimize their talent strategies, X0PA AI represents the perfect fusion of technological sophistication and practical business value.

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SPEAKER PROFILE

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CHAIRMAN OF ADVISORY BOARD



His Excellency Dr. Tayeb Kamali

With over three and a half decades of service in the higher education sector, Dr. Tayeb Kamali is well known for his leadership in creating an innovative and entrepreneurial higher education environment for which he was recognized with France's highest award for education, the Ordres des Palmes Académiques., and was also awarded an honorary Doctorate in Engineering from the University of Waterloo, Canada. Earlier this year he was awarded the Fellowship of the Aeronautical Society of India. His most significant contributions include the pioneering adoption of learning-by-doing and the implementation of a nationwide mobile learning initiative supported by leveraging partnerships with global leaders in education technologies including Apple and Microsoft.

Dr. Kamali is the Chairman of the Board of the Abu Dhabi School of Management, and also a board member at a number of institutions including the Mohammed bin Rashid School of Government (MBRSG), Gulf Islamic Investments, Vision Bank and Emirates Cricket Board (ECB). Further, he chairs the Academic Committee at MBRSG, as well as the Selection Committee for ECB, the United Arab Emirate's national cricket authority.As the first aeronautics engineer from the United Arab Emirates.

Dr. Kamali holds several degrees including a Doctorate in Engineering from George Washington University, USA, Master's degree in Airline Operations, and Bachelor degrees in Aircraft Technology, and Aeronautical Engineering from Embry-Riddle Aeronautical University, USA.

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Her Excellency Dr. Shaikha Rana bint Isa bin Duaij Al Khalifa

Director General,
Institute of Public Administration, Bahrain

H.E. Dr. Shaikha Rana bint Isa bin Duaij Al Khalifa is the Director General of the Institute of Public Administration in the Kingdom of Bahrain. H.E.'s career in public service spans several key roles in the Bahraini government. From 2021 to 2023, she served as the Secretary-General of the Higher Education Council, and from 2017 to 2021, she was the Undersecretary of the Ministry of Foreign Affairs. She was the first woman in the Arab world to hold the position of Undersecretary of the Ministry of Foreign Affairs. She has also held other significant positions, including Assistant Undersecretary for Arab and Afro-Asian Affairs at the Ministry of Foreign Affairs (2011-2017).

Beyond her governmental roles, H.E. Dr. Al Khalifa is actively involved in various committees. She is a member of the Council of Administration of the International Institute of Administrative Sciences (IIAS), and a vice chairman of the Government Service Centers Evaluation Committee. She has also served as a member of the Supreme Council for Women in the Kingdom of Bahrain, a member of the Board of Trustees of the Mohammed bin Mubarak Academy for Diplomatic Studies, and has been a Vice Chairman of the Board of Trustees of the Higher Education Council. Additionally, she has contributed to many national and international initiatives, including serving as Vice President of the National Committee to Combat Trafficking in Persons.

H.E.'s achievements have been recognized with numerous awards and honors. She was awarded the Efficiency Medal of the First Class by His Majesty King Hamad bin Isa Al Khalifa (2018) and the Prince Salman bin Hamad Medal for Medical Merit (2021). Her other accolades include the "Star of Italy" Medal by the President of the Italian Republic in 2023, and an Honorary Doctorate from the United Nations University of Peace in 2022.

H.E. Dr. Al Khalifa’s has an impressive academic background with a Ph.D. in International Law from the University of Exeter in the United Kingdom and a master’s degree in International Peace and Conflict from American University in Washington, USA.

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His Highness Captain Shaikh Abdulaziz Sultan Al Nuaimi
Director of Excellence Awards Branch, Ajman Police, UAE

Captain Shaikh Abdulaziz bin Sultan Al Nuaimi is a young leader at the UAE Ministry of Interior's Ajman Police General Headquarters and a Youth Council member. His expertise spans leadership, institutional excellence, innovation, artificial intelligence, and strategic planning. He contributed to the Youth Council Strategy 2023–2026 and the Innovation Policy for Young Talents, and led the Excellence Awards Branch, advancing local, regional, and international participation and achievements. He later led the Investigation and Criminal Research Branch at Al Nuaimiya Comprehensive Police Station.

He holds a Master's degree from Australia and is pursuing a PhD at Victoria University. Among the youngest accredited officers lecturing Police College students, he teaches leadership, innovation, strategic planning, and policing AI. He is a certified Government Excellence assessor who has evaluated government entities.

His honours include the GCC Youth Icon Award 2025, Parasuraman Scientific Research Award, Best Officer – Youth Category at the Commander-in-Chief Awards 2023, and the Innovation Medal, recognising his leadership, research, and innovation contributions.

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VICE CHAIRMAN OF ADVISORY BOARD



His Excellency Mohamed Al Marzooqi
Executive Director Of Support Services, Government Entity, UAE

His Excellency Mohamed M. Al Marzooqi is the Executive Director of Support Services at the UAE Ministry of Interior. Mohamed holds more than 22 years of experience in providing executive leadership for key strategic and administrative functions, including human resources, finance, procurement, IT services, facilities, and marketing.

Prior to his role at the Ministry of Interior, Mohamed was the Head of Support Services at the Higher Colleges of Technology. He also has extensive experience in developing Emiratization strategies and youth development programs for both the public and private sectors. Mohamed has valuable experience serving in the private international sector and the Federal and Local government.

He holds a Master of Human Resources and a second Master's in Big Data and Artificial Intelligence, and a BA in E-Business Management.

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Maitha A.Balfaqeeh

Senior Vice President of Shared Services,
ADNOC Gas, UAE

Maitha Ahmed Balfaqeeh is the Senior Vice President of Shared Services at ADNOC Gas, where she leads the company's enterprise-wide Human Capital, Procurement, Digital, and Business Support functions, enabling organizational performance, workforce transformation, operational excellence, and business growth across one of the region's largest integrated energy companies.

She has over 15 years of experience in human capital, organizational development, talent management, corporate transformation, and shared services, having held senior leadership positions across ADNOC Gas and Borouge. Throughout her career, she has led major organizational transformation initiatives, including large-scale integration programs, operating model redesign, digital enablement, talent development frameworks, succession planning, workforce optimization, and enterprise service transformation.

Maitha is recognized for her strategic leadership in aligning people, technology, processes, and organizational capabilities to deliver sustainable business outcomes and long-term value creation. She has successfully led enterprise-wide initiatives that strengthen operational efficiency, enhance employee experience, accelerate digital transformation, and modernize shared services to support ADNOC Gas' strategic ambitions.

She is passionate about developing future leaders, fostering high-performance cultures, and leveraging innovation and technology to transform the way organizations operate. Her work continues to contribute to ADNOC Gas' transformation journey and the UAE's broader economic and human capital development ambitions.

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Reem AlRehaili

Chief of Corporate Services,
ARDARA (PIF), Saudi Arabia

Reem AlRehaili, a visionary leader and architect of transformative Human Capital strategies. She has redefined HR as a driving force behind business success. With over 15 years of experience, she has led groundbreaking initiatives that position people as the organization's greatest asset-aligning talent strategies with enterprise goals to fuel performance and innovation.

Through data-driven insights, cross-functional collaboration, and a relentless focus on unlocking potential, she has transformed Human Capital from a traditional function into a strategic enabler. Her leadership fosters a culture of agility, excellence, and continuous growth. Passionate about empowering individuals with the skills and mindset to thrive in an ever-evolving world, she is committed to ensuring that organizations do more than manage talent; they unleash it.

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SPEAKER



H.E. Dr. Farida Abdulla Al Ali

Assistant Undersecretary of National Talents – Ministry of Human Resources and Emiratisation

Fatema Al Afeefi is a dynamic and accomplished HR Executive with over 15 years of H.E. Dr. Farida Al Ali is the Assistant Undersecretary for National Talent Empowerment at the Ministry of Human Resources and Emiratisation (MOHRE). She brings more than 28 years of senior leadership experience in operations and human resources across the retail, real estate development, hospitality, banking and government sectors.

In her current role, H.E. Dr. Al Ali contributes to shaping the strategic direction of both the Ministry and the Nafis programme. She oversees the development and implementation of key plans and initiatives for the National Talent Empowerment sector, with the aim of reinforcing the effective participation of UAE nationals in the labour market.

Prior to joining the government, she served as Vice President of Human Capital and Corporate Communications at Majid Al Futtaim Ventures, where she led the MENA human capital transformation strategy and developed corporate communications and corporate responsibility strategies. She previously served as Chief Operating Officer at Dubai Properties Group, where she oversaw the Group's merger and integration with Sama Dubai and Tatweer, and the launch of its Corporate Academy and Group Performance Dashboard. Earlier, she held the position of Executive Director of Human Capital. H.E. Dr. Al Ali began her career at Arab Bank UAE and the United Arab Emirates University.

H.E. Dr. Al Ali holds a PhD in Business Administration, a Master's in International Business from the University of Wollongong, and a Bachelor's degree in Agricultural Engineering (Food Science & Nutrition) from UAE University. She also holds a Diploma in Happiness and Positivity (first batch).

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SPEAKER



Brigadier Rashid Nasser Rashid Abdullah

Director of the General Department of Human Resources, Dubai Police

Brigadier Rashid Nasser Rashid Abdullah is the Director of the General Department of Human Resources at Dubai Police. He has demonstrated excellence in human resources management, achieving 100% performance across recruitment, Emiratization, and employee happiness indicators while advancing the Emiratization of leadership and supervisory positions.

He has strengthened national talent management by empowering employees and preparing future leaders for strategic and specialized roles. He has also driven the digital transformation of human resources through the establishment of the Talent Center and Analytics Center, alongside smart solutions such as the “IFAD” Smart Employee Platform and self-service KIOSKs.

His initiatives have streamlined procedures, improved workforce management, and enhanced employee satisfaction while addressing challenges in recruitment, data governance, and scholarship programs. Through his focus on innovation, human capital development, and operational efficiency, he has contributed to financial savings, international recognition, and Dubai Police's standing among the world's best workplaces.

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SPEAKER



Ayesha Al Hammadi

Group Executive Vice President, People & Culture,
Abu Dhabi National Oil Company (ADNOC), UAE

Ayesha Al Hammadi is an accomplished people and culture executive with extensive industry experience spanning the full oil and gas value chain, complemented by experience in the retail sector. Throughout her career at ADNOC, she has built a broad leadership portfolio covering board and executive rewards, employee rewards, talent management, strategy, benefits, international mobility and support for emerging and acquisition.

In her current role as Executive Vice President, Group People and Culture, Ayesha leads ADNOC's people and culture agenda, aligning workforce priorities with the Group's business strategy and transformation ambitions. Her remit brings together key areas including talent, performance, rewards, organisational capability and employee experience, with a focus on building a high-performing, future-ready organization and enabling ADNOC's people to contribute at their highest level.

Ayesha also oversees executive performance measurement to ensure strong alignment with business outcomes, shareholder expectations and leadership accountabilities. She is spearheading a multimillion-dollar program designed to enhance the market competitiveness of companies across the ADNOC value chain, supporting continued growth and long-term value creation.

She works closely with senior stakeholders within and beyond the ADNOC value chain, including key decision-makers across the Government of Abu Dhabi, and engages stakeholders internationally to safeguard ADNOC's strategic position and value-creation case. Recognized as a consistent top performer, she has played an important role in advancing organizational performance and enabling business priorities.

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SPEAKER



Iman Khalid Al Marzouqi

Group Chief Support Services Officer, Alpha Dhabi Holding, UAE

Iman Khalid Al Marzouqi is Group Chief Support Services Officer at Alpha Dhabi Holding PJSC, leading the Group's Legal, Human Resources, Procurement, IT, Governance, and Administration functions. A licensed UAE Federal Courts Advocate with more than 24 years of executive experience, she has held senior roles across leading UAE private organisations, driving large-scale transformation, governance, and operational excellence.

She combines legal expertise with strategic leadership, advising boards and executive committees on governance, regulatory compliance, digital transformation, and organisational effectiveness, delivering measurable impact through multi-billion-dirham portfolio management, corporate restructuring, and enterprise-wide support services integration.

Iman holds a Master of Juridical Studies from Zayed University, where her research examined artificial intelligence in the corporate governance of UAE public joint-stock companies, and is pursuing a PhD in Commercial Law. A frequent speaker on leadership, governance, and AI, she is committed to building future-ready organisations and empowering the next generation of leaders.

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SPEAKER



Dr. Nabil Batawi

Chief Shared Services Officer,
Misk Foundation, KSA

Chairman of Nomination & Remuneration Committees | Advisory Board Member.

A seasoned leader with over 25 years of experience in Human Resources and Shared Services, Dr. Nabil has led transformative initiatives across both public and private sectors, driving organizational development and operational excellence.

He currently serves as the Chief Shared Services Officer at Misk Foundation and is an active member of several national executive and advisory committees.

He was awarded the “HR Icon Award” in 2025 and recognized among the most influential HR leaders in the Middle East, in addition to several other regional awards that reflect his impact and leadership in the field.

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SPEAKER



Dr. Ebrahim Al Khajeh

Group Human Resources Director,
Abu Dhabi Customs, UAE

Dr. Ebrahim Al Khajeh, renowned author of How to Hack Your Mind, is a distinguished leader in the global HR arena. He has earned widespread recognition, notably receiving the prestigious HR ICONS Award from The Economic Times - ETHRWorld in 2023, 2024, 2025 and 2026, Recognized by Khaleej Times as one of the UAE’s Most Influential HR Leaders in 2026, as well as the coveted International Stevie Award for Human Resources Executive of the Year in 2023 and 2024.

In 2024, Dr. Al Khajeh further solidified his standing with the HR Executives Award from the Harvard Business Council International Awards and was named Thought Leader of the Year by the Stevie International Awards. Additionally, he was honored as Best HR Leader by the Brandon Hall Group – HCM Excellence Award in 2024 and recognized among the UAE's top technology figures by the DT 100 in 2023.

Currently, Dr. Al Khajeh serves as the Division Director Human Capital and leads Digital Transformation at Abu Dhabi Customs. He is a member of the DGE and TAMM Digital Leads Committee. Throughout his illustrious 26-year career, Dr. Al Khajeh has been awarded more than 243 international honors and accreditations, alongside securing 30 ISO certifications—testament to his unmatched expertise and transformative leadership.

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SPEAKER



Gianluca Nacci

General Manager (MEA), ClearPeaks, UAE

Gianluca Nacci, head of Middle East at ClearPeaks, has 25+ years of experience in obtaining value from data, from active consulting to managing and executing programs, to finally leading the ClearPeaks ME practice. Since 2010, Gianluca has been active in promoting Data & Analytics innovation in the Gulf Region, pioneering the earlier Enterprise Data Platform implementations, establishing long-term relationships with the key technology players and government/semi-government/private enterprises in their data journey. He is currently focused on new innovative AI offerings and value propositions, while also enabling customers in the region to derive added value from the recent acquisition of ClearPeaks by GlobalLogic, a Hitachi Group company.

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SPEAKER



Philip Creutzmann

Associate Partner and AI Leader, Synvert, Germany

Philip Creutzmann is an Associate Partner and AI Leader with a strong track record of helping organisations unlock value from data and artificial intelligence. He leads multidisciplinary teams developing innovative AI solutions from predictive analytics to Generative AI applications, enabling enterprises and government entities to improve efficiency, accelerate growth, and enhance customer experiences. A frequent contributor to discussions on AI adoption and enterprise transformation, Philip combines deep technical expertise with a pragmatic business perspective.

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SPEAKER



Abdullah AlSalamah

Chief Human Capital Officer,
Alinma Bank, Saudi Arabia

With over 26 years of experience leading and transforming HR functions, Abdullah AlSalamah is an accomplished, results-driven Chief Human Capital Officer at Alinma Bank, Saudi Arabia.

A strategic partner and trusted advisor to executive leadership, he drives organizational success by aligning HR strategies with business objectives.

He has proven expertise in developing and implementing comprehensive HR and organizational strategies and driving culture transformation.

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SPEAKER



Yusra Baqi

Chief Human Capital Officer,
Aafaq Islamic Finance PSC, UAE

Yusra Baqi is the Chief Human Capital Officer with over 20 years of experience in banking and financial services. A leading advocate for Emirati women empowerment, she was named one of the Top Women Leaders in Finance by the Global Top Women Leadership Awards 2023. At Aafaq Islamic Finance, she led the region's first FinTech digital marketing solutions, connecting financial institutions, government bodies, and tech partners to position the UAE as a FinTech innovation hub.

She also serves as General Secretary & Board Member of Dubai Quality Group, Jury Member for the Sharjah Economy Excellence Awards, and Chief Happiness & Positivity Officer under the UAE's Ministry of Happiness. A Wharton- and Berkeley-trained Happiness Coach and keynote speaker, Yusra is passionate about human capital, wellbeing, and national progress.

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SPEAKER



Lt. Col. Dr. Essa Al Mutawa

Chief AI Officer &, Director of the General Department of Artificial Intelligence,
Dubai Civil Defence, UAE

Lieutenant Colonel Dr. Essa Almutawa is the Chief Artificial Intelligence Officer and Director of the General Department of Artificial Intelligence at Dubai Civil Defense. He leads the organization’s AI strategy, driving technology adoption, institutional transformation, and innovation in fire safety and emergency response. His work focuses on embedding responsible AI practices, strengthening organizational capabilities, and fostering a culture of innovation and continuous improvement.

With expertise in crisis management, information security governance, and operational readiness, Dr. Essa advances initiatives that enhance public safety and organizational resilience. He holds a Doctor of Business Administration and Leadership from the University of Gloucestershire, master’s degrees in Crisis and Disaster Management from the University of Modern Sciences and Digital Governance and Innovation from the University of Central Lancashire, and a Diploma in Leadership and Digital Transformation. His leadership supports Dubai Civil Defense’s commitment to excellence, preparedness, and the safe and effective adoption of emerging technologies.

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SPEAKER



Sarah Al Bakeri

Human Resources Director,
TAQA's Generation Business, UAE

Sarah AlBakeri serves as the Director of Human Resources in TAQA's Generation business. In this role, she oversees the human resources department, including the strategic oversight on initiatives for cultivating a high-performance culture, promoting employee engagement and driving the implementation of human resources' policies and procedures across TAQA's Generation portfolio of assets and operating companies globally.

Prior to her role at TAQA, Mrs. Albakeri held multiple human capital leadership and executive management roles in the cooling, defence and oil and gas companies. With a career spanning over a decade, Mrs. Albakeri continues to hold board member roles across the organisation. She has won multiple awards including the best HR Leader Excellence in Human Resources, Best HR Practices and Excellence in Women Empowerment.

Mrs. Albakeri holds an Executive Master's degree in Change (EMC) from INSEAD, a master's degree in public administration with Distinction from Zayed University and Bachelor of Science in Information Systems from Zayed University.

Mrs. AlBakeri brings expertise in Organisation and Relationship System Coaching and Leadership Circle Profile to her diverse skill set, as well as being a public speaker and influencer in other platforms. She is a Certified Professional by the Society of Human Resources Management, and an Associate Certified Coach from the International Coach Federation (ICF), and Certified Professional Co-Active Coach (CPCC) from the Coaches Training Institute.

14th ANNUAL
GCC GOV HR & YOUTH SUMMIT
Connecting People With Purpose

SPEAKER



Fatema Al Afeefi

Chief People & Impact Officer,
du, UAE

Fatema Al Afeefi is a dynamic and accomplished HR Executive with over 15 years of experience in reimagining the role of HR as a catalyst for organizational transformation and human-centered growth. Stepping into this newly shaped leadership role, Fatema is known for her strategic foresight and people-first mindset. She has led large-scale change initiatives, nurtured future-ready leadership, and built adaptive, purpose-driven cultures that drive both employees' performance and engagement.

Fatema currently serves as Chief People & Impact Officer (Acting) at du, where she leads the company's people strategy, aligning human capital with core business priorities to drive innovation, inclusion, and long-term impact. Her leadership encompasses organizational development, cultural transformation, capability building and talent optimization with a strong emphasis on driving du's strategic priorities, particularly in Emiratization and gender balance, working towards a more inclusive workforce that resonates with the company's core values. Her role is integral in enhancing these endeavors and promoting a progressive and digital HR environment.

Her career spans senior HR leadership roles at globally respected organizations including Emirates, Etihad Airways, and HSBC, where she has developed deep expertise across the evolving HR landscape, digital transformation, and the future of work. In addition to her executive roles, Fatema has served on the board of the Emirates Institute for Banking and Financial Studies (EIBFS), where she contributed to reshaping the strategic agenda and advancing national capabilities in financial education and workforce development.

Fatema holds a BA in Psychology from the American University in Cairo. She is passionate about shaping purpose-driven organizational cultures where talent and business excellence thrive in tandem.

14th ANNUAL
GCC GOV HR & YOUTH SUMMIT
Connecting People With Purpose

SPEAKER



Manish Mohan Misra

Agentic HR
Former Group Head - HR Transformation, Digital & Analytics, Emirates National Oil Company (ENOC)

Manish Mohan Misra is the Founder of BlueNxt ConsulTech and creator of the Work Operating System (Work OS), an integrated model combining HR consulting, AI-native platforms, and capability building to shape the future of work.

With 30 years of experience, he has led HR transformation initiatives for over 75 organisations across the GCC, MENA, Asia, and Africa, including ADNOC, Mubadala, Etisalat, and Du Telecom. Previously, he served as Group Head – HR Transformation, Digital & Analytics at ENOC, Dubai, and held leadership and consulting roles at Hay Group (now Korn Ferry), ADNIC, TATA Steel, and Larsen & Toubro.

A recognised thought leader on AI in HR, organisational design, and total rewards, Manish is a frequent keynote speaker, author of the whitepaper Ten Influencing Factors for the New Future of Work & HR, Co-Founder of the National HRD Network, Dubai Chapter, and a member of the Forbes HR Council. He has been recognised among the 50 Most Influential HR Leaders in the Middle East in 2022, 2023, and 2024, and as a Top 50 Global C&B Professional by the World HRD Congress.

14th ANNUAL
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SPEAKER



Hanane Spiers

EMCEE,
GWR Adjudicator and Truth & Power Mentor

Hanane is a dynamic Host, Life Coach, and Model with a rich and diverse background that spans Public Relations, Coaching, Personal PA, and Team Building. Renowned for her unique ability to create authentic connections, she leaves a lasting impression on everyone she encounters.

Hanane's impressive journey began with presenting on Radio 1 Dubai, ultimately achieving her dream as a TV Presenter on City 7 TV. Her versatile talents have led her to work across various platforms, including car shows, adventure sports, music, and fashion segments on Showtime and Sky networks.

In addition to her captivating hosting skills, she is an adjudicator for Guinness World Records, demonstrating her expertise in managing significant events.

With a passion for people, Hanane has hosted prestigious events worldwide, presenting for royalty and corporate leaders, leading product launches, award ceremonies, global exhibitions,
and children's events. Her ability to engage audiences and foster genuine connections makes her a sought-after professional in her field.

14th ANNUAL
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& YOUTH SUMMIT
Connecting People With Purpose

SPEAKER



Ron Kenney

International Leadership Speaker & Storyteller

Ron Kenney MBA, OStJ is an international leadership speaker, storyteller and founder of RPK Consulting, bringing over 50 years of experience across defence, healthcare, government, emergency services and humanitarian operations.

His career includes operational service in Northern Ireland, the Falklands and Iraq, ten years as a Lieutenant Colonel in the UAE Armed Forces, and senior United Nations responsibilities in Sudan, where he directed medical capabilities supporting complex peacekeeping operations.

Ron has worked with leaders and organisations across demanding environments where trust, resilience and sound judgement are essential to success. Drawing on real operational experiences rather than management theory, his interactive presentations challenge audiences to consider how they would respond when confronted with difficult decisions, uncertainty and competing priorities.
His central message is that effective leadership depends not simply on policies and processes, but on the courage to make informed decisions, build trust and accept responsibility for the outcomes.

14th ANNUAL
GCC GOV HR
& YOUTH SUMMIT
Connecting People With Purpose

SPEAKER



Hani Al Khusaibi

Chief HR & Support Services Officer,
Towell Group

Hani is a seasoned Human Resources Manager with over 20 years of experience leading the Human Resources division in various sectors.

Hani worked extensively with large family groups in the Sultanate and the GCC countries and was responsible for leading mergers, acquisitions, and exits on the human resources aspect, in various types of regional and international companies. His experience also covers sectors such as retail, real estate, automotive, food industry, and shopping malls.

Hani is a professional HR leader who has worked in several companies in different geographic. He has extensive experience specializing in start-up settings, mergers, and corporate restructuring.

Hani started his career in the Automotive sector with the Zubair Group in the Sultanate of Oman, then he was entrusted with the tasks of leading the human resources division in the Sultanate of Oman for Majid Al Futtaim Group (Hypermarket Operations - Carrefour). He was tasked with managing and developing the human resource operations associated with express retail stores covering the GCC region. Later he moved successively to work in several companies, including international, local, and regional ones within various sectors, including heavy automobile Manufacturing, industrial food manufacturing, and renewable energy for the oil & gas and energy sectors. Currently, Hani is holding the position of Chief HR & Support Services Officer at Towell Group

Hani holds an MBA and a bachelor’s degree in law. Hani also holds an accredited international certificate in management and leadership from the Swiss-based IMD institution.

14th ANNUAL
GCC GOV HR
& YOUTH SUMMIT
Connecting People With Purpose

SPEAKER



Flo Akinbiyi

International Presenter,
TEDx Speaker and Communication Coach

Flo hosts corporate events, conferences, panel discussions, fireside chats and virtual formats. He has shared stages with Michelle Obama, Arnold Schwarzenegger, Robin Sharma and Michael J. Fox and interviewed industry experts. As a communication coach he works with government entities, high level executives and leaders of international Fortune 500 corporations.

14th ANNUAL
GCC GOV HR
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Connecting People With Purpose

SPEAKER



Sana Al Daoumi

Chief People & Organization Effectiveness Officer, EDGE

Sana AlDaoumi is the Group Senior Vice President (VP) of Human Capital at EDGE Group, one of the world's leading advanced technology and defence groups.She brings over 20 years of experience in human resource management, encompassing HR operations, employee relations, organisational development, leadership development, and change management.

In her capacity as Group Senior VP of Human Capital at EDGE, she is responsible for shaping and executing people strategies that foster a culture of innovation and performance excellence. With deep expertise in organisational transformation and people management, her leadership has been instrumental in aligning Human Capital initiatives with EDGE's mission and strategic objectives.

She leads a high-performing Human Capital team committed to supporting the needs of today's workforce while building the skills and leadership required for the future, earning recognition for excellence in engagement, rewards and recognition, and HR practices. Under her guidance, the team empowers EDGE employees to thrive and deliver ground-breaking solutions in a dynamic, rapidly evolving industry.

Prior to joining EDGE, Sana held a nearly 18-year tenure at Etihad Airways, serving in various leadership positions, in addition to international experience with Alitalia Società Aerea Italiana. She holds an Executive Master of Business Administration from Bayes Business School, part of City, University of London.

14th ANNUAL
GCC GOV HR
& YOUTH SUMMIT
Connecting People With Purpose

SPEAKER



David Jones

Partner, Marsh Workforce and Rewards, IMEA

David B. Jones is a Partner at Marsh, focused on innovative talent assessments and technology which accelerate the elevation of human capital. He is a senior advisor to policymakers and organizational leaders on their human capital priorities, drawing his conclusions through integrating modern psychometric tools and assessment solutions with the latest advancements in technology as well as leveraging his expertise in labor market economics.

With over 35 years of human capital experience, of which 27 years are within the Middle East, he has worked with clients in over 40 countries on a broad range of talent, leadership, assessment, performance, transformation, innovation and inclusion projects. He is experienced in using a wide variety of psychometric instruments.

Jones holds an undergraduate degree from the University of York, Post-Graduate Degree from University of West England and Executive MBA from University of Bradford. He also participated in a leadership program in London Business School and is qualified with the British Psychological Society at both Level A and Level B. With a background in labor market economics, Jones is a senior advisor to policy makers and organizational leaders on their most pressing human capital priorities.

He regularly lectures at universities across the globe, including the University of Cambridge – UK, the European School of Management and Technology – Berlin, and the University of Bradford – UK. He is an author of multiple books including, "The Future of Assessments," the best-selling "Unlocking the Paradox of Plenty," and the award-winning "Game Changers." He has also contributed to books such as "Employment and Career Motivation in the Gulf States" by Gerlach, "The Political Economy of Wasta" by Springer and "Policy Making in the GCC" by IB Tauris. He is a self-confessed bike fanatic and thinks any car is essentially a tin box with a wheel in each corner." He is proud to say that he has never owned a car, although he currently owns a total of seven bicycles and 13 motorbikes.

Agenda

14th ANNUAL GCC GOV HR & YOUTH AWARDS
Celebrating Excellence in People Performance

DAY ONE Tuesday, 20th 2026

Conference Day 1 - Abu Dhabi, UAE

Grand Hyatt Abu Dhabi Hotel & Residences Emirates Pearl, UAE

08:00 — 08:55 REGISTRATION, NETWORKING AND WELCOME REFRESHMENTS

09:00 — 09:05 OPENING REMARKS FROM THE ORGANISER



Sidh N.C
Director,
QnA International

09:10 — 09:25 WELCOME ADDRESS BY CHAIRMAN OF ADVISORY BOARD



H.E. Dr. Tayeb Kamali
Chairman of Advisory Board,
GCC GOV HR & YOUTH SUMMIT and AWARDS

SESSION ONE: THE THOUGHT LEADER PERSPECTIVE

09:30 — 09:50 THOUGHT LEADER PERSPECTIVE

Building Human-Centric Governments & Future-Ready Workforces for the GCC

- The True Measure of AI-powered Leadership: The evolving role of human decision-making while building cultures that attract, retain, and inspire top talent in a rapidly changing world.
- Organisational Readiness: Aligning national transformation agendas with workforce realities.
- Measurable Implementation of Visionary Strategies: Understanding and aligning strategies and workforce structure for long-term impact.
- Youth Leadership Empowerment: Equipping the next generation of GCC talent through leadership, skills development, and youth engagement.

Speaker



H.E Farida Abdulla Mohamed Al-Ali
Assistant Undersecretary of National Talents,
Ministry of Human Resources and Emiratisation - MOHRE

09:55 — 10:15 HUMAN RESPONSIBILITY IN AN AI WORLD ARE WE LISTENING, THINKING AND SHAPING OUR FUTURE?

Drawing on 50 years of experience across defence, government, healthcare, humanitarian operations and business, Ron Kenney reflects on the human responsibilities of leadership in an increasingly AI-driven world.

As technology transforms how we work and make decisions, this keynote explores the importance of listening, independent judgement and human accountability — and challenges leaders to consider whether we are actively shaping our future or allowing it to be shaped for us.

Speaker



Ron Kenney
International Leadership Speaker & Storyteller

10:20 — 10:45 TRANSFORMING TALENT MANAGEMENT WITH AI: REIMAGINING THE EMPLOYEE LIFECYCLE

- Unlocking Leadership Capacity: Stripping away the administrative burden on leadership by automating high-volume tasks, from position descriptions to performance evaluations.
- Cultivating High-Performance Culture: Institutionalising continuous, objective feedback loops and strategic alignment across large, complex operations.
- Strategic Talent Mobility: Deploying intelligent skill-mapping to surface hidden internal talent, fill mission-critical capability gaps, and reduce reliance on external recruitment.
- Precision Workforce Investment: Replacing guesswork with data-driven talent insights to target development budgets directly at high-priority capability gaps.

Speakers



Philip Creutzmann
Associate Partner and AI Leader,
Synvert

CLEARPEAKS



Gianluca Nacci
General Manager (MEA),
ClearPeaks

10:45 — 11:05 NEW TRAILBLAZERS KEYNOTE

Leading Through Disruption: The New Era of Government & Enterprise Leadership

- Accelerated Change During Uncertainty: Leading with clarity, confidence, and purpose.
- Strengthening Organizational Resilience: In the face of economic, technological, and workforce disruption.

• Transformation Fatigue Solutions: Addressing how to maintain engagement, trust, and momentum across teams.
• Enhancing Strategic Decision-Making: In fast-moving and high-pressure environments with empathy, wellbeing, and people-first leadership.

Speaker



Brigadier Rashid Nasser Rashid Abdullah
Director of the General Department of Human Resources, Dubai Police

11:10 — 11:40 NETWORKING, COFFEE BREAK AND VISIT TO THE BOUTIQUE EXHIBITION LOUNGE

11:45 — 12:15 BEYOND WELLBEING LINKING PEOPLE INITIATIVES TO THE SDGS

• Beyond Wellbeing: Connecting People, Purpose & Sustainability
• From Strategy to Action: Embedding the UN SDGs into Employee Experience
• From Initiatives to Impact: Measuring Success & Driving Sustainable Excellence

Speaker



Dr. Ebrahim Al Khajeh
Human Resources Director, Abu Dhabi Customs

12:20 — 12:40 BEYOND AI ADOPTION REDESIGNING WORK, SKILLS & HR FOR THE WORKFORCE OF TOMORROW

• Redesigning Work with AI: Reimagining roles, workflows and operating models for the human–machine workforce. What drives AI adoption and productivity uplift, the talent insights leaders need most right now, and how assessment must evolve to identify and develop leaders.
• Building AI-Ready Skills: Skills are evolving rapidly. Yet most organizations lack the tools to assess who can actually lead through this complexity. Identifying emerging capabilities and closing critical workforce skill gaps.
• Reimagining HR Transformation: Evolving HR operating models to become more agile, data-driven and future-ready.
• Human + AI Collaboration: As organizations blend human and machine capabilities at scale, the ability to assess potential, manage paradox and lead responsibly becomes a critical source of competitive advantage.

Speaker

MARSH



David Jones
Partner, Marsh Workforce and Rewards, IMEA

12:45 — 13:10 NETWORKING, COFFEE BREAK AND VISIT TO THE BOUTIQUE EXHIBITION LOUNGE

SESSION TWO: UPSKILLING TALENT& OPTIMIZING WORKFORCE STRUCTURE

13:15 — 13:50 FIRESIDE CHAT THE SKILLS-BASED ORGANIZATION: RETHINKING WORKFORCE STRUCTURES FOR THE FUTURE

• Static Job-based Models to Agile: Understanding skills-based workforce frameworks and leveraging data to identify capability gaps and emerging talent needs.
• Scalable reskilling and upskilling strategies: Aligned with future economic priorities and workforce ecosystems capable of responding to evolving market demands and technological change.
• Rethinking Talent Architecture: To support innovation, cross-functional collaboration, and long-term workforce sustainability.

Moderator



Mr. Flo Akinbiyi
International Presenter, TEDx Speaker and Communication Coach

Speakers



Dr. Nabil Batawi
Chief Shared Services Officer, Misk Foundation



Fatema Al Afeefi
Chief People & Impact Officer, du



Sana A
Group Chief People & Organization Effectiveness Officer, EDGE



Yusra Baqi
Chief Human Capital Officer, Aafaq Islamic Finance PSC

SESSION THREE: A NATIONAL PRIORITY: EMPLOYEE EXPERIENCE, WELLBEING and DEI&B

13:55 — 14:25 **EXECUTIVE PANEL DISCUSSION**
REDEFINING WORKPLACE TRANSFORMATION AND WELL-BEING FOR A HIGH-PERFORMANCE CULTURE

National Employee Benefits and Insurance Discussion

- Wellness and High-Performance: Creating workplace environments that address burnout, workforce pressure, and long-term employee sustainability.
- Learning and Development and Engagement Platforms: To build psychologically safe workplace cultures that encourage trust, inclusion, and innovation.
- Leaders for Change Management: Equipping leaders to spearhead healthier organizational environments during transformations to support sustainable workforce performance.
- The Role of Well-Being: In attracting and retaining future talent across the GCC.

Moderator



Mr. Flo Akinbiyi
International Presenter,
TEDx Speaker and Communication Coach

Speakers



Hani Al Khusaibi
Chief HR & Support Services Officer,
Towell Group



Iman Khalid Al Marzouqi
Group Chief Support Services Officer,
Alpha Dhabi Holding



Sarah Al Bakeri
Human Resources Director,
TAQA's Generation Business

14:25 — 14:30 RAFFLE DRAW & GCC GOV HR & YOUTH SUMMIT GROUP PHOTO

14:35 — 15:30 NETWORKING 5-STAR LUNCHEON AND CLOSE FOR DAY ONE

Agenda

14th ANNUAL GCC GOV HR & YOUTH AWARDS
Celebrating Excellence in People Performance

DAY TWO Wednesday, 21st 2026

Conference Day 2 - Abu Dhabi, UAE

Grand Hyatt Abu Dhabi Hotel & Residences Emirates Pearl, UAE

09:00 — 09:05 EARLY RISER RAFFLE

SESSION FIVE: INSIGHTS ON ENTREPRENEURIAL HR

09:05 — 10:15 **MASTERCLASS ONE**
AGENTIC AI, WORKFORCE INTELLIGENCE & THE FUTURE ORGANIZATION: BUILDING ENTERPRISES FOR 2030

How can leaders redesign organizations to successfully operate alongside AI agents, intelligent systems, and autonomous workforce technologies?

- Agentic AI for Leaders: Understanding how autonomous systems and AI copilots are transforming workforce operations and enterprise decision-making.
- Designing AI-Enabled Organizations: Building agile operating models where humans and intelligent systems work together effectively.
- Future Workforce Labs: Creating workforce systems and talent strategies aligned with the realities of 2030 and beyond.
- AI-Powered Workforce Intelligence: Leveraging predictive analytics, workforce data, and intelligent planning tools for organizational agility.
- Capability Transformation Strategies: Preparing leaders, teams, and organizational structures for emerging workforce and skills realities.

Facilitator



Manish Mohan Misra
Agentic HR
Former Group Head - HR Transformation, Digital & Analytics,
Emirates National Oil Company (ENOC)

10:20 — 10:55 NETWORKING, COFFEE BREAK AND VISIT TO THE BOUTIQUE EXHIBITION LOUNGE

SESSION SIX: THE GCC REGION LEADING WORKFORCE TRANSFORMATION

11:00 — 12:15 **MASTERCLASS TWO**
THE NEW ERA OF WORKFORCE LEADERSHIP: RETENTION, TRUST & ORGANIZATIONAL RESILIENCE IN VOLATILE MARKETS

How can leaders build resilient, high-performing organizations while solving the growing challenges of retention, trust, engagement, and workforce uncertainty?

- Trust and Leadership Credibility: How decisions and actions influence employee confidence, loyalty and engagement.
- Leadership During Uncertainty: Maintaining team effectiveness, morale and resilience when circumstances change rapidly.
- Decision-Making Under Pressure: Applying practical judgement when information is incomplete and competing priorities exist.
- Building High-Performing Teams: Creating accountability, commitment and a culture in which people can perform effectively.
- From Experience to Action: Translating real operational leadership experiences into practical approaches for today's government and business leaders.

Facilitator



Ron Kenney
International Leadership Speaker & Storyteller

12:20 — 12:55 **NETWORKING, COFFEE BREAK AND VISIT TO THE BOUTIQUE EXHIBITION LOUNGE**

SESSION SEVEN: CELEBRATING EXCELLENCE IN GOVERNMENT, PUBLIC & PRIVATE SECTOR

13:15 — 14:30 **THE GLORIOUS GCC GOV HR & YOUTH EMPOWERMENT AWARDS**

Honouring Innovations in Government HR, Youth Leadership, and Nationalisation Impact

14:30 — 15:30 **NETWORKING 5-STAR LUNCH AND CLOSE OF SUMMIT**

the FAQs

Frequently Asked Questions

you ask we respond

What is the language of the conference?

The conference will be conducted in English.

Will anyone be taking photographs during the Congress?

Yes, photographs will be taken during the congress. We will be publishing the photographs on our flickr page and share the link with you via email. By registering for the congress, you acknowledge that there is a possibility that your photographs may be taken. If you do not wish to be a part of photographs, videos or other recordings taken at the congress please inform us at the welcome desk and we will ensure that you are not a part of the photographs and videos distributed after the event.

Can I get a list of all attendees at the event?

During the two days of the congress you have ample networking opportunities to exchange business cards with all the attendees of the congress. We do not provide a printed delegate list for the attendees. You can contact the welcome desk for further assistance.

Can I receive any of the speaker presentations or sessions?

Speaker presentations are not available as handouts. In order to receive, download or publish any of the speaker presentations, kindly contact the speaker (it is subject to their approval) or we will send you a link to download the approved presentations one week after the event.

Who holds the copyright for the speaker presentation?

Our speakers/presenters retain full copyright and intellectual property rights on all their presentations and materials. Please contact them directly for any such information.

When will the GOV HR Summit video be published?

The GOV HR Summit video will be ready in January 2027. It will cover snapshots of the entire event along with the testimonials taken during the event. If you do not wish to be a part of the video please inform us at the welcome desk or email us within one week of event closure.