

# Tackling the **TALENT CRUNCH & NATIONALIZATION** in **SAUDI ARABIA**



[www.ttmassociates.com](http://www.ttmassociates.com)

In recent years, Saudi Arabia has faced a talent crunch due to the increasing demand for skilled professionals and a shortage of local talent. The government has taken steps to address this issue through the nationalization initiative, which aims to increase the participation of Saudi nationals in the workforce. However, this has posed a challenge for organisations that struggle to find and develop local talent.

With more than 16 years of presence in the Kingdom, we understand the challenges organisations face in **Saudi Arabia when it comes to talent management and nationalization**. There is an urgent need for Developing people to address the talent crunch and nationalization requirements. **Businesses need to invest in training and development initiatives to upskill their existing workforce and prepare Saudi talents for roles that require specific competencies.**

One approach to address this issue is to invest in leadership development initiatives that can help bridge the skills gap and develop local talent. These initiatives can be tailored to the specific needs of the organisation and the Saudi workforce and help increase employee engagement and retention of local talent.

At **TTM Associates**, we offer a range of **leadership development solutions** that help organisations in Saudi Arabia tackle the talent crunch and the nationalization challenge. Our development initiatives are designed to identify and develop local talent, and to provide them with the skills and knowledge they need to excel in leadership roles.

**Our approach to leadership development is based on a deep understanding of the Saudi workforce and the local business environment.** We work closely with organizations to identify their specific needs and to design customized programs that meet those needs. Our development journeys are delivered by experienced facilitators who are experts in their field, and who have a deep understanding of the Saudi culture and business environment.

Our leadership development initiatives are designed to address the key competencies required for effective leadership in the Saudi context. These include strategic thinking, decision-making, communication, and team management. We also focus on developing the personal qualities required for successful leadership, such as emotional intelligence, resilience, and adaptability.

By investing in leadership development, organisations in Saudi Arabia can address not only the talent crunch and nationalization challenge, **but also build a strong and sustainable workforce for the future.** Our legacy as a consulting firm is committed in supporting organisations in Saudi Arabia in their efforts to develop local talent and build a strong leadership pipeline.

## **TALENT MANAGEMENT AND NATIONALIZATION**



[www.ttmassociates.com](http://www.ttmassociates.com)