

# THE 9 “GIFTS” BOXES

TALENT MATRIX TECHNIQUES  
FOR HUMAN RESOURCES




 **Dates :** April 22 - 23 - 24 | 5h30 - 8h30

 **Number of hours:** 9 hours

 **Main Language:** English

 **Training fees:** \$200

 **Modality:** In-person at USJ

A Talent Matrix 9-grid training typically focuses on assessing and managing talent within an organization, helping leaders make decisions about employee development, succession planning, and performance.

The **objectives** of Talent Matrix 9-grid training typically revolve around improving talent management processes within an organization. Talent Matrix 9-grid training helps organizations make more strategic, data-driven decisions regarding their talent pool.

Some key objectives of such training:

1. Enhance Talent Identification
2. Improve Decision-Making for Development
3. Support Succession Planning
4. Foster Employee Engagement and Retention
5. Facilitate Objective Performance Reviews
6. Align Talent Strategy with Organizational Goals
7. Promote Effective Coaching and Mentoring:

### Learning Outcomes:

- Understand Employee Potential vs. Performance
- Apply strategies for Effective Talent Segmentation
- Develop and implement Succession Planning processes
- Design Personalized Development Plans



### Rayan Saade

Rayan Saade is a seasoned HR leader with expertise in talent management, organizational development, and employee engagement. He currently serves as the Head of Human

Resources, People Development, and Communication at Saint-Gobain for the KSA and Kuwait region. Previously, Rayan was HR Manager for the Saint-Gobain Near East Region (Lebanon, Jordan, and Kuwait), where he drove HR operations. He also led recruitment strategies as Regional Recruitment Manager for Saint-Gobain across the Eastern Mediterranean and Middle East. Rayan also has a strong background in HR management with previous positions at Beirut Cargo Center Logistics, Societe General de Banque au Liban, and BLOM Bank. He holds a Master's degree in HR Management from USJ and is fluent in Arabic, French, and English. Rayan is an active instructor at USJ and a founding member of the USJ Alumni in KSA.

Rayan is an expert trainer at the Professional Training Center of USJ.



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