



**UNITED EASTERN**  
TECHNICAL & MANAGEMENT TRAINING

*Best of the Best in Talent Management*



# Company Profile

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*Best of the Best in Talent Management*



SQA Approved Centre  
Scottish Qualifications Authority

**United Eastern Technical and Management Training (UETMT)** is a fully-integrated Training and Consultancy Company, comprising a group of Industry Professionals, Consultants, Executives, and Practitioners with extensive Regional (Middle East) and Global experience in **Technical and Management Development**, as part of **Human Capital Development and Talent Acquisition**.

**UETMT** is a subsidiary company of **United Eastern Group (UEG)** based in Abu Dhabi, UAE. The parent company has been active in the region since 1976.



UETMT is the preferred source for a comprehensive range of products and services to many long-standing clients in the Oil & Gas as other Industries.

This not only provides you with a level of assurance, but also brings direct benefits to your business through the increase in effectiveness that a well-trained and developed workforce will bring to the workplace. The morale and motivation of your staff will increase because they will have their training internationally accredited and therefore of higher value to them.

We work with our clients to develop, implement and sustain solutions that build national workforce capability.

Our Expertise in **Human Capital Management** and **Competency Management Frameworks, Leadership Development and Training Capabilities** gave us the lead in the market developing fully automated competency systems for many years.

Leading, proven strategic Competency Management software can be deployed prior to the engagement for the pilot exercise in order to gain critical IT functionality insights.

We have assembled a team of Subject Matter Experts that draws on the best of our expertise in the field of **Human Capital and Talent Management**, who have the industry and technical skills to deliver the required scope for each engagement.

### **Our Capabilities include:**

UETMT has a wide range of capabilities including, but not limited to:

- **Human Capital and Talent Acquisition**
- **Leadership Development and Training Capabilities**
- **Competency and Capability Assurance**
- **Competency Development, Management Development and Implementation**
- **Workforce Assessment**
- **Learning Solutions**
- **Management Training Services**
- **Training Design, Development and Delivery for the following course families:**
  - Leadership Development, HR, Soft Skills, Technical Oil & Gas, HSE
- **Project Management**



To realize and deliver an optimal Competency Assurance and **Human Capital & Talent Acquisition Capabilities**, we partnered with market leading cloud base online solution.

### Training

Our Training is designed to create an environment and experience where you can accelerate and **LIVE THE LEARNING EXPERIENCE** when training others.

- Our Instructors are **world-class approved trainers**, with extensive experience in the Middle East.
- Our **International Experience** working with clients in various countries has spanned from individual course delivery to complete multi-year workforce nationalization programs. We understand the needs of our multi-cultural learners especially in the oil and gas context.
- By combining expert-led courses, in-class projects customized for your asset challenges, field and lab courses that provide hands-on learning experiences, industry leading software tools, and one-on-one mentoring, UETMT training blends a targeted skills-development program that aligns your team's abilities to your strategic objectives

### Global Standards and Accreditation

UETMT works alongside and with International bodies that provide access to global standards and certification. This ensures that our products and processes match global requirements and add a level of assurance to our clients, whilst enabling them to adopt standards that provide real business benefit to them and their employees. As an example:

- UETMT is an **Approved Center of the Scottish Qualification Authority (SQA)**, a UK Governmental Organization, offering Customized Award Programs (SVQ Level) credit rated onto the Scottish Credit and Qualifications Framework (SCQF)
- UETMT is approved by the **Engineering Construction Industry Training Board (ECITB)**, a UK organization



### UETMT is ISO Certified by QSR

- ISO 9001: 2015 – Quality Management System (QMS),
- ISO 14001: 2015 – Environmental Management System (EMS),
- OHSAS 18001: 2007- Occupational Health & Safety Management System (OHSAS)





## WHAT DO WE OFFER

UETMT offers comprehensive solutions to the development of workforce capability- making a real difference in capability and performance. All our development solutions are based on identifying the competencies (The **Knowledge, Skills and Attitudes- KSA**) that lead to measurable and sustainable development of individuals and teams.

### The question is: Do you want a Trained Workforce or a Competent Workforce?

UETMT supports the 4 Pillars of Competency concept of:

- Determine and **Define the Competency requirements** of the job
- Identify the **Learning Solutions** to close Competency Gaps
- Manage the Competencies and Learning in an **easy to use software**
- Implement the **sustainable processes** to ensure continuous improvement and business value of the competency solution

**We believe that every client requirement is unique**, and as such, treat each enquiry as a completely new project with different goals, requirements and budgets. We take great care in matching the solution to the need and that solutions are:

- **Beneficial:** Answers a business need
- **Usable:** Make sense and can be implemented effectively
- **Sustainable:** Processes to ensure that the solution remains relevant

**Competency Development:** UETMT has a **Library of Competency Matrices** that are based on International Standards and Qualification requirements. They have been created to be usable and useful, as too often the Competency Solutions offered to companies, or developed internally, are either too complex, not relevant or not detailed enough. The libraries are also provided with base-line learning solutions that meet the blended learning (70-20-10) concept that delivers real effective development.

**Competency Software:** If you do not have Competency Software or you want a better one, or to integrate with existing software, UETMT offers **Comaea (Competency Made Easy)** as the software platform for Competency Management, Development and Assurance. Comaea is one of the easiest to use yet powerful and flexible systems, and links to other systems, such as SAP, to provide integrated solutions that use the right (software) tools for the right business need.

*Helping clients develop the competent  
workforce of today and the future*



## WHAT DO WE OFFER

### Buy or Build Leaders?

*"You might be able to train a camel to climb a tree, but why not just hire a squirrel?"*

One of the constant debates in the sphere of Leadership Development is the 'Buy or Build'.

There is no single easy answer to this as it depends on many factors such as the 'are the skills actually available in the market' and 'cost-effectiveness of buy or build', along with other considerations such as retention, succession, national workforce mandates.

### Leadership Development - Value?

**Is Leadership Development important? What \$\$ value can you place on effective Leaders – OR – the COST of ineffective Leaders?**

- An effective leadership development system is crucial to the long-term success of any organization. **TRUE?**
- When it comes to developing the leaders within an organization, the stakes are high, and the potential payoff is enormous. **TRUE?**
- An effective leadership development system is crucial to the long-term success of any organization. **TRUE?**
- A leadership development system needs to be built around the future leadership needs of the organization and appropriately adjusted to reflect changes in strategy. **TRUE?**



## Global Programmes?

**Q:** Does a programme from a global 'name' provide the best fit?

**A:** Maybe, but in many case not. Such programs may be too formal and based on Western concepts, precepts and culture. Such programs are applied across industries and as such may not be 'off-the-shelf' suitable for today industry.

## UETMT Approach to Leadership Development

**UETMT implements proven approaches to Leadership Development** with emphasis on maximizing the use of these approaches by identifying the future needs of the organization and its leaders and leveraging this context to create an overall strategy that is '**best-fit**' and **not just 'best-practice.'**

Emphasis in the areas of assessment, creating interactive and challenging program designs, and follow-up support and evaluation of impact, with sustainability.

**UETMT has a Systemic Approach to Leadership Development:**

Project Overview

Phase 1: Defining the Leadership Framework

Phase 2: Assessment and Analysis

Phase 3: Design and Implementation of Development Program



UETMT has a **Systemic Approach** to Leadership Development:

## Phase 1: Defining the Leadership Framework

- Business Diagnosis
- Competency Library and Job Competency Models

## Phase 2: Assessment and Analysis

- Assessment Comaea
- Assessment Psychometrics / Assessment Centre
- Gap Analysis

## Phase 3: Design and Implementation of Development Program

- Program Design
- Program Implementation
- On-the-job support
- Evaluation and Sustainability

## Systemic Approach: Strategic Questions

Our systemic approach to Leadership Development is based on four strategic questions:

- What capabilities will our leaders need to have in three to five years?
- What capabilities do our leaders currently have? What gaps do we need to fill between our current capabilities and those required in the future?
- What do we need to do to develop our leaders?
- How do the components and processes of our overall HR system need to be aligned with our leadership development system for maximum return on investment?

**Competency Definitions enable objective assessment and development of the knowledge and skills required for any job – including Leaders**

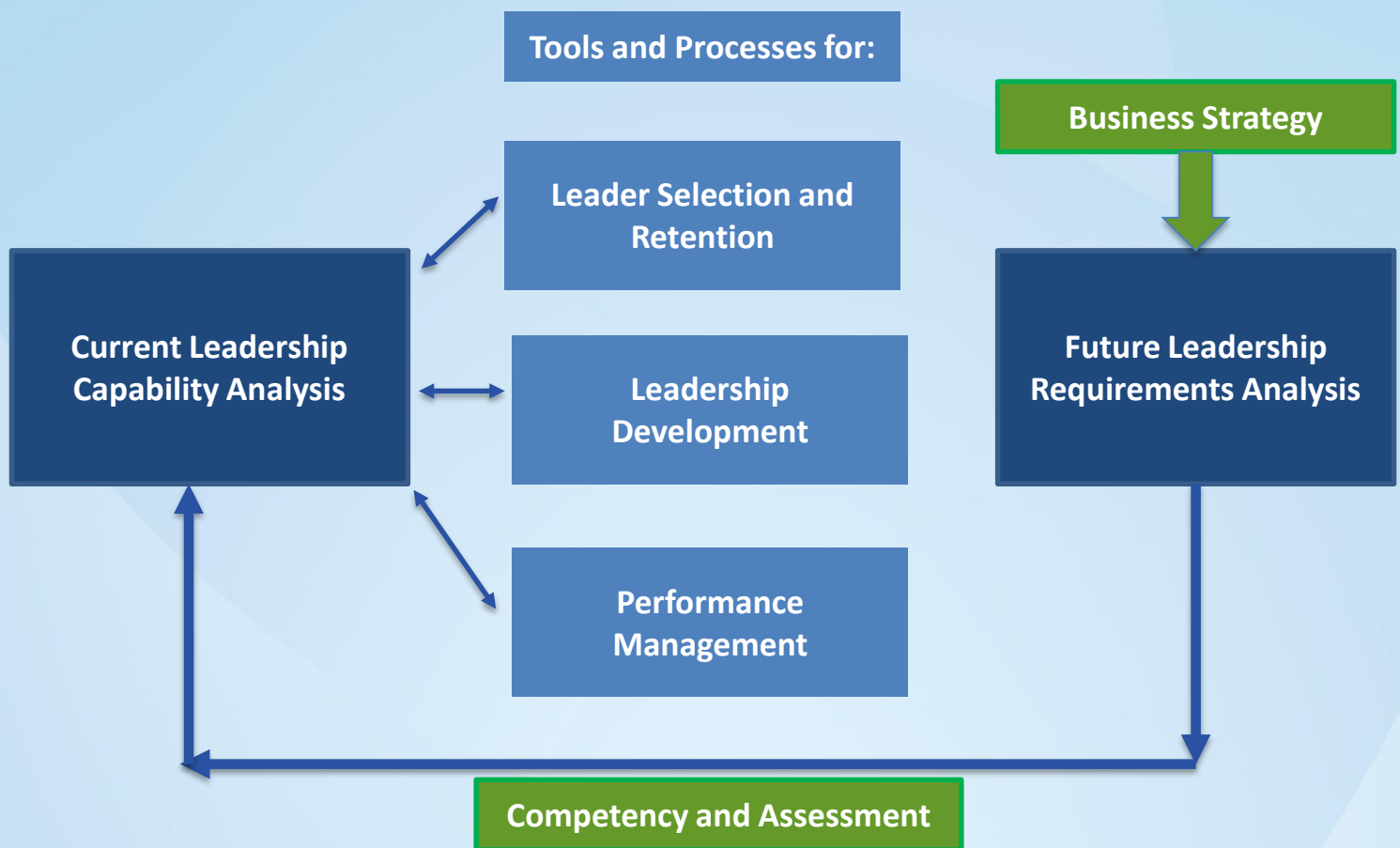


**UETMT will:**

- Define Business Strategy
- Define Future Leadership Requirements
- Build Leadership and Management Competency Maps, using benchmark competencies edited to reflect client needs
- Use tools and processes to assess:
  - Current Leadership Behaviours
  - Leadership Styles
  - Current Leadership Challenges
  - Personality Types within the Team
  - Team Effectiveness



Development	Characteristics
On-the –Job Activities	<p>Focused on Learning by doing</p> <p>Include specific practices that people can apply to their day-to-day activities (for example, people who need to develop their ability to focus can track the amount of time they spend doing planned versus unplanned activities).</p> <p>Designed and selected for that person to develop a specific competency (example: International Assignment)</p>
Project Assignments	<p>Focused equally on output and learning</p> <p>Offer the individual the opportunity to become part of a project team to practice new competencies or further develop current competencies</p>
Competency-specific Training Courses	<p>Designed as an internal or external course</p> <p>Provide participants the opportunity to develop specific competencies</p>
Leadership Development Programs	<p>Designed to provide leaders at various levels of the organization with a common learning experience, a common vocabulary for leadership, and an opportunity to make contact with people across the organization. Provide high performing leaders 3 – 10 days of intensive training</p>
Coaching	<p>Designed to provide leaders one-on-one feedback to enhance their existing capabilities</p> <p>Focused strictly on the needs of an individual. Maybe used for very senior people only because it is expensive</p>
Mentoring	<p>Focused often as much on the social aspect (such as networking) as on the development of competency. Provides process through which a mentor helps the individual to enhance his or her overall potential in the context of the organization</p>



## Leadership Succession Planning:

*Helping you understand who to focus on*

Leadership Succession Management is essentially a variant of the process already described and uses the same tools and processes.

Succession Management is a process of ensuring there are leaders and talent that can implement the organizational vision

It requires the systematic identification of those individuals who have the potential to turn the vision of the organization into reality

- Focus on individual development strategically aligned to future vision
- Leadership development can ensure that the potential identified through succession process is realized
- Result is long-term leadership sustainability through, retention and development of talent

## OUR VISION

To ensure a competent, qualified, and highly motivated workforce focused on achieving the critical outcomes, through the development implementation, and sustainability of cost-effective and result-oriented Human Resource and occupational training programs, services, and practices.

United Eastern Technical and Management Training is aligned with the Abu Dhabi Vision 2030 and contributes to achieve the UAE Economic Vision 2020 by promoting Social and Human Resources Development and by preparing the National workforce to serve Industrial and Technological growth in UAE.

## OUR QUALITY

All of our projects are governed by our Project Management Office (PMO) structure and processes to ensure the effectiveness of all aspects of our relationship with our clients.

We partner with our clients to achieve desired outcomes; a project is not just a project, it has an aim, a structure and measurable outcomes.

## OUR STRATEGIC GOALS

- Build a Competent Workforce
- Build a Competency base Integrated System for Managing and Assessing Performance
- Provide Training to Transfer knowledge and Develop Skills
- Define Core Curriculum based on Competencies of market Corporate needs
- Conduct ongoing Evaluations/Assessments of Programs
- Determine delivery methods and Sources
- Offer Training/Learning Opportunities to meet Organizational Needs
- Consistently align with Operations and Project Workforce Planning Requirements
- Skills Enhancement Process (SEP) for continuous Development
- Each Individual will have a Skills Enhancement Training Plan
- On-Job Learning supported by focused Technical Training

## OUR MISSION

Partner with our clients to help them develop and sustain their workforce to meet current and future business needs

## OUR VALUES

**Demonstrated Competence:** We say what we do, and we do what we say

**Institutional Integrity:** We are consistently open, honest, ethical and genuine

**Personal Commitment:** We live the message, competency at the core of our work

## OUR SERVICES

- Human Capital and Talent Acquisition
- Leadership Development and Training Capabilities
- Competency and Capability Assurance
- Competency Development and Management Development and Implementation
- Workforce Assessment
- Learning Solutions
- Management Training Services
- Training Design, Development and Delivery for the following course families:
  1. Oil & Gas Technical
  2. Non – Technical Training
  3. Leadership
  4. HSE
  5. Soft Skills
  6. Information Technology
- Project Management





## WHY UETMT

- ❑ UETMT is the **Number ONE choice in the provision of Competency Management** Consultancy Services, both locally and Internationally.
- ❑ We are innovators in providing **Learning Solutions** to fill identified **Competence Gaps**
- ❑ Our team of experts bring with them a breadth and depth of experience in successful and sustainable **Competency Management**
- ❑ **A World-Class Solution** delivered economically and efficiently in any environment
- ❑ **We employ the best of the best thought-leaders committed to the improvement of Competency across the Oil & Gas Industry**
- ❑ UETMT is offering Complete spectrum of **Training and Competency Development**
- ❑ Our Training is designed to create an environment and experience where you can accelerate and LIVE THE LEARNING EXPERIENCE when training others.
- ❑ Our **Instructors are World-class** approved trainers, with extensive experience in the Middle East.
- ❑ Our **international experience** working with clients in various countries has spanned from individual course delivery to complete multi-year workforce nationalization programs. We understand the needs of our multi-cultural learners especially in the oil and gas context.
- ❑ By combining expert-led courses, in-class projects customized for your asset challenges, field and lab courses that provide hands-on learning experiences, industry leading software tools, and one-on-one mentoring, UETMT training blends a targeted skills-development program that aligns your team's abilities to your strategic objectives

Interested to know more about services?  
Contact us now





## OUR CLIENTS





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- ARE YOU COMPETENT AT YOUR WORK?
- INTERESTED TO KNOW MORE ABOUT OUR SERVICES?
- UETMT IS YOUR BEST CHOICE IN THE PROVISION OF COMPETENCY MANAGEMENT AND TRAINING

**[www.uetmt.ae](http://www.uetmt.ae)**

**INTERESTED TO KNOW MORE ABOUT OUR SERVICES PLEASE CONTACT US**

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