

# WE EMPOWER



**TEMKEEN**

W E E M P O W E R



Bringing 30 Years of Global  
and Local Excellence to  
Empower You

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Our success lies in empowering individuals and organizations

WE EMPOWER

# Who We Are

Temkeen HC is an empowerment organization with an international team that brings nearly three decades of cumulative experience and diverse exposure across prestigious global and local enterprises. Our expertise spans various industries, including FMCG, sales, manufacturing, human resources and recruitment, facility management, security solutions, retail, and real estate.

We specialize in human capital strategy, talent management, and training & consulting services.

# Our Leadership Team



**Mr. Khalid Al-Sanabani**

Founding Partner and Chief Advisor

Three decades of experience in human capital and learning strategies. Holds a Master's degree in Business Administration, is a certified talent management professional, and an expert trainer with multiple international certifications. He has held key positions at several prestigious companies, including Khatib & Alami, Savola Group - Panda, Alshiaka - SEDCO Holding, Ülker International, G4S Global, and others. He has achieved remarkable success in developing human capital and learning strategies, and has established several training academies



**Mr. Abdulaziz Al-Ghamdi**

Partner and Expert in HR and Business

He has three decades of extensive managerial experience with several global and local companies. He has obtained several international certifications, including SHRM. He has held leadership positions in prestigious institutions such as G4S Global and Ülker International. In addition to his key role in the merger process between local and global companies, Mr. Abdulaziz combines deep practical experience with strategic vision. He has established several human resources departments and developed their human capital

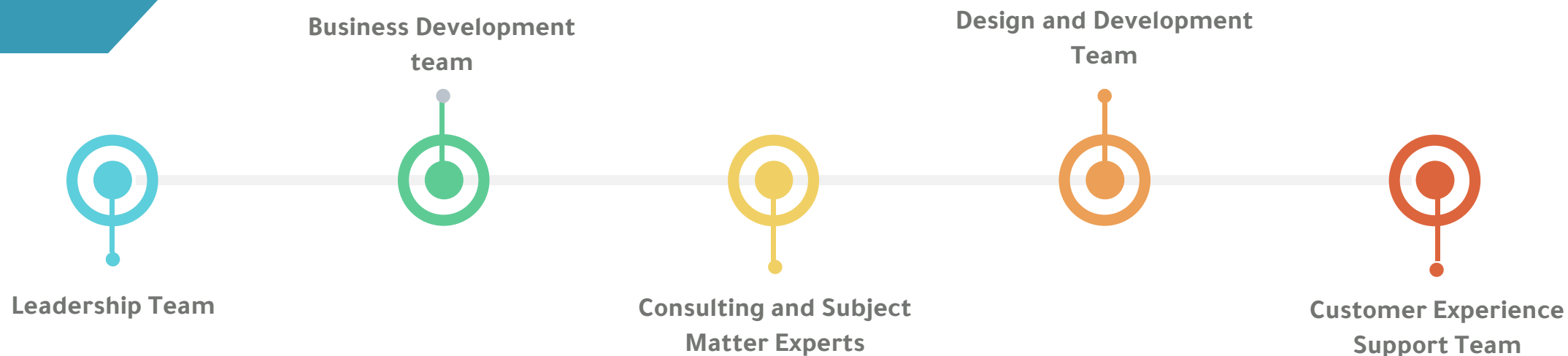


**Mr. Waleed Al-Andijani**

Business Partner

Over 28 years of experience in the business field. A graduate of King Fahd University of Petroleum and Minerals, he enjoys a strong reputation as a distinguished businessman. He has held senior positions in companies such as Procter & Gamble and served as CEO of Dunya Al-Aswaf. He founded "Game Over" and "Cube" Entertainment in Saudi Arabia, reflecting his ambitious vision for developing the entertainment sector. He is also a board member at Alshiaka, where he contributes his expertise in guiding growth strategies.

# Our Team & Organizational Structure



# Our Mission

We draw our inspiration from Saudi Vision 2030, and we strive to help our clients exceed all their expectations.

We are on a mission to empower professionals and organizations to drive measurable business impact through our specialized learning and consulting solutions.

- Our Purpose
- Philosophy
- Our Values

## Our Values

Our values are the main motivation and driver for what we do:

- Excellence - Empowerment
- Innovation - Partnership

Empower individuals and organizations to achieve their highest aspirations and drive measurable

We believe that true, lasting transformation comes from empowerment, and that empowerment is a continuous journey, not a one-time event.

## Our Purpose

## Our Philosophy

Visit our [website](#)

# What we Offer

## Consulting

**Empowering  
Business & Strategy**



**Learning & Development  
Consulting**

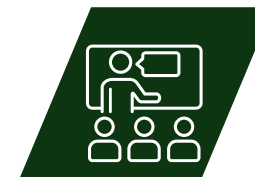


**Training Needs  
Analysis**

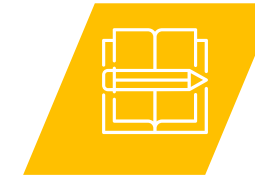


## Training

**Teams Empowerment**  
(Sales, Customer Services,  
Talents...)



**Leadership  
Development & Skills**



**Functional and Performance  
Improvement**

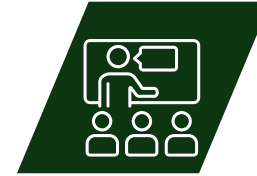




# Training Solution



## Teams Empowerment



Programs aimed at improving sales techniques, customer service, and human resources in general. The training includes essential skills based on the objectives and requirements of the work

## Functional and Performance Improvement



Training aimed at boosting individual and team performance, enhancing functional skills, and ensuring compliance with industry standards. This includes productivity enhancement, technical training, and compliance training

## Leadership Development & Skills



Programs designed to enhance leadership skills, strategic thinking, and the ability to inspire and guide teams. This includes decision-making, goal setting, and change management

## Competency-Based Learning Model



Visit pages 12-14 to know more



**Our Recommended exclusive Competency-Based Learning Model (SOMR).** Fundamental approach for both individual and organizational development as a key factor for success

# Consulting Solution



## Empowering Business & Strategy



Provides comprehensive consulting to empower businesses, development strategies, and talent management.

## Training Needs Analysis



Identify employee gaps in knowledge, skills, and competencies within your organization, and determine the training required to improve employee performance and achieve organizational goals

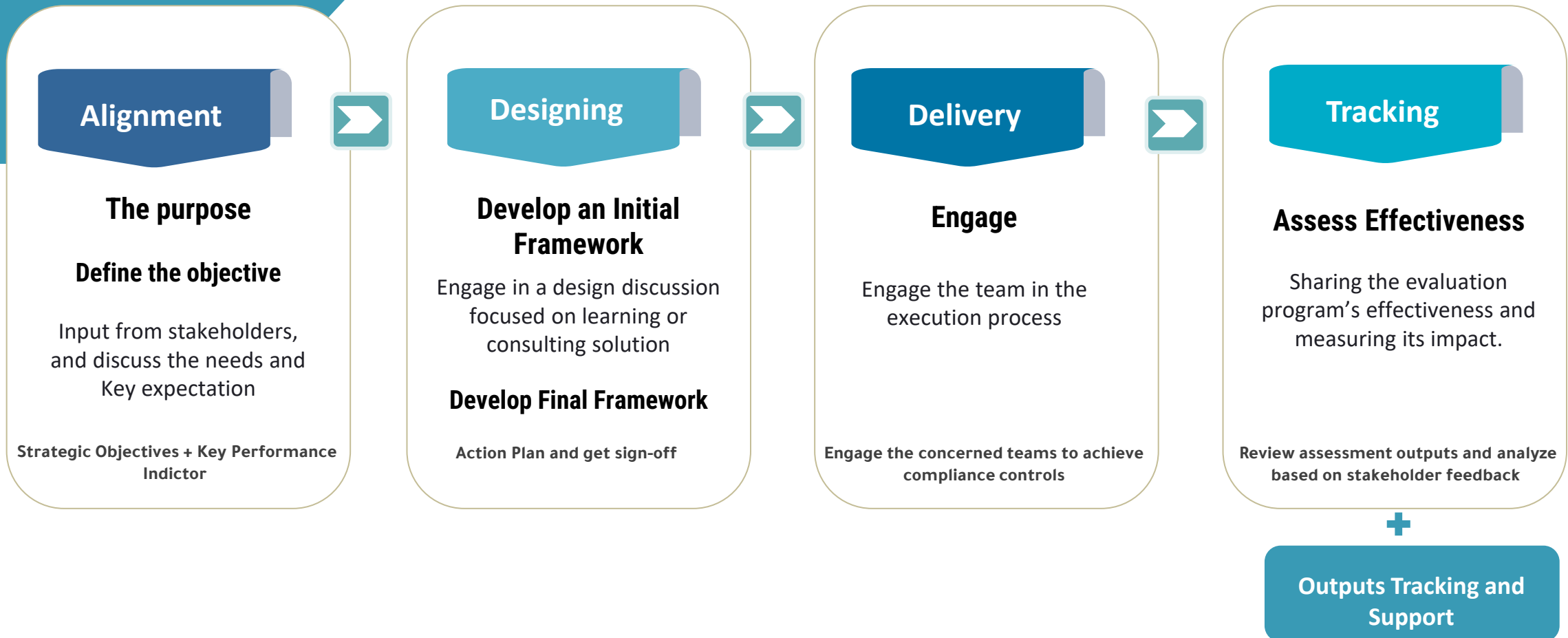
## Learning & Development Consulting



Review and Develop learning policies, procedures, and a governance framework. Align learning initiatives with organizational strategic objectives, and establish training departments and academies

# Methodology

We adopt a comprehensive approach to executing our projects; our methodology covers the four key phases.



# Training Program Framework

## Training Journey: From Planning to Evaluation

- Identify training needs
- Customization - Design of training materials
- Pre-training assessment
- Communication plan

### Program Design

Before Training

1

### Training Delivery

During Training

- Various case studies
- Video clips
- Role-playing
- Practical activities
- Assessments and measurements

2

### Training Outcome Measurement & Management

After Training

- Reinforce application through supporting tools
- Follow up on training outcomes according to training objectives

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# Highlight

## Recommended Learning Competencies

**S O M R**

**What is it?**

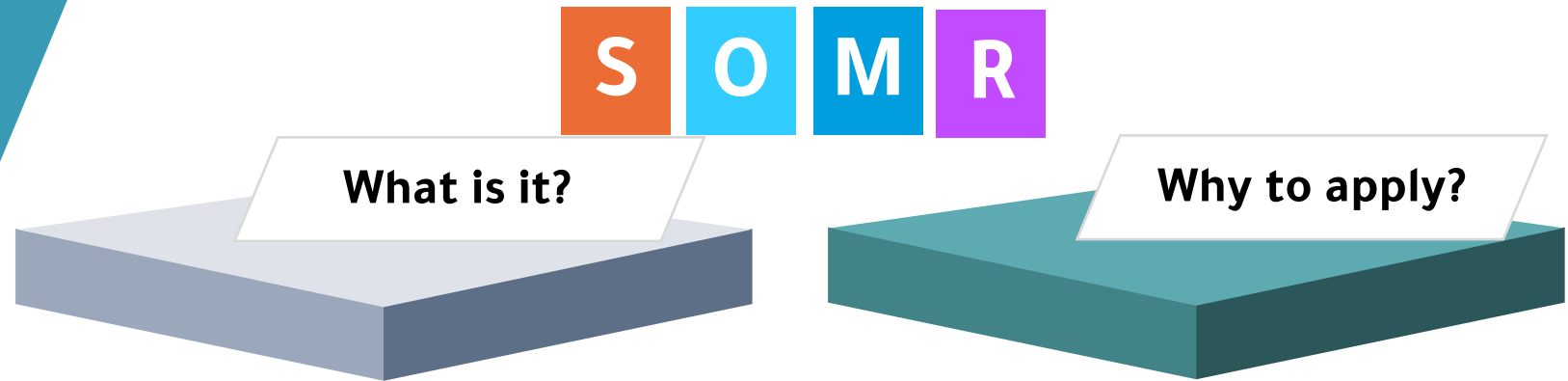
**Why to apply?**

# Our Model

The Competency-Based Learning Model (SOMR) was designed by Tamkeen HC, drawing on three decades of experience in talent empowerment and management. We believe in the importance of this fundamental approach for both individual and organizational development as a key factor for success.

We are confident that no one would disagree with this logical approach. For example, just as building a skyscraper requires a strong and solid foundation to ensure its stability and safety, the development of individuals and organizations also relies on strong competency foundations to achieve success and sustainability.

## Recommended Learning Competencies



**SOMR** is a competency-based learning model. Consist of four consecutive stages are covered through specialized training programs that focus on mastering decision-making, achieving excellence in goal setting, enhancing productivity and performance, and implementing motivation and success strategies according to the following stages

- **Start:** This is considered the first and crucial stage
- **Organize:** This is the guidance journey
- **Manage:** This is the stage of achieving results
- **Reflect:** This is the final stage and should be continuously followed.

The specialized stages and courses of **SOMR** aim to develop the essential competencies required for individuals to achieve success in complex work environments. This methodology focuses on enhancing the comprehensive capabilities of individuals to achieve:

- Enhanced Decision-Making
- Goal Setting Excellence
- Improved Productivity and Performance
- Fostering a Culture of Growth for both Individual and Organizational Impact.

# The SOMR Learning Competencies Model



SOMR 2024 K.S.H C

# Why Choose Us

Simply put, we focus on  
empowerment.

- **Client-Centric:** We fully align our services with your goals and objectives, ensuring tailored solutions that meet your specific needs.
- **Transformative Methodologies:** We shift from transactional to strategic learning methodologies, driving lasting change and measurable impact.
- **Extensive Expertise:** 30 years of experience in Human Capital and Talent Management, we bring deep industry knowledge to every engagement.
- **Renowned Clientele:** Trusted by leading and serving national and international organizations, we have a proven track record of success



# Track Record and Experience Serving Prestigious Global and Local Organizations



# Accomplished Projects

## Highlights of Our Achievements



### Empowering Work Teams

We have achieved success in empowering and developing the skills of sales, customer service, and talent management personnel through training workshops and supporting materials. These educational experiences contributed to improving customer experience, increasing sales, and significantly enhancing team efficiency.

### Establishing Evaluation and Performance Measurement Standards

We established comprehensive systems for measuring and achieving the efficiency and effectiveness of business initiatives and performance, through review and evaluation and the implementation of policies and procedures aimed at improving business outcomes, resulting in increased productivity and overall performance.

### Developing Human Capital Strategies

We focused on developing competencies, conducting talent management reviews, planning succession, enhancing talent development, and encouraging participation. This comprehensive approach ensured improved talent management and provided a sustainable pipeline of qualified leaders and committed employees.

### Establishing and Developing Training Academies

We successfully created and launched several training academies, providing a comprehensive approach to learning and development departments. Additionally, we led the selection and qualification process for trainers, overseeing their development and delivering diverse training programs, which enhanced employee capabilities and leadership potential.















We believe in making partners, not customers, and in enabling success rather than just delivering services.



# CONTACT US

For more information or a consultation, please contact us at:



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