



# Temkeen HC

Training and Consulting  
Solutions

Don't just manage talent and business,  
empower it.

We are on a mission to empower professionals and organizations to drive measurable business impact through our specialized learning and consulting solutions. We align our efforts with Saudi Vision 2030, ensuring our clients exceed their highest aspirations.

Don't just manage talent and business,  
empower it.

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Highlights



Services and  
Recommendation  
Solutions



Our  
Methodology



Renowned  
Clientele



Get In Touch

Don't just manage talent and business, empower it.

# Highlights

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.

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## We design and deliver to empower individuals and drive organizational success

An empowerment organization with an international team boasting nearly three decades of experience, specializing in human capital solutions.

### Who We Are

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

### Purpose



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

Excellence - Empowerment -  
Innovation - Partnership

### Values

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

### Philosophy

# OUR SERVICES

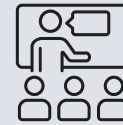
With nearly 30 years of experience in meeting Human Capital needs, we provide solutions designed to drive strategic excellence and create significant business impact. Trusted by leading national and international organizations, our transformative approach shifts learning methodologies from transactional to strategic, ensuring complete alignment with your organization's goals and objectives.

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## Training

### Off-The-Shelf Pre-designed training

Programs ready for  
immediate use



### Customized Training tailored

To meet specific  
organizational  
needs



### Bespoke Create

Fully personalized  
training solutions



## Consulting

### Empowering Business Individuals - Work Teams

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



### L&D Consulting Review – Align – Design

Learning policies, procedures, and  
governance framework and align learning  
initiatives with organizational strategic  
objectives, and establishing training  
departments and academies



### Training Needs Analysis Identify

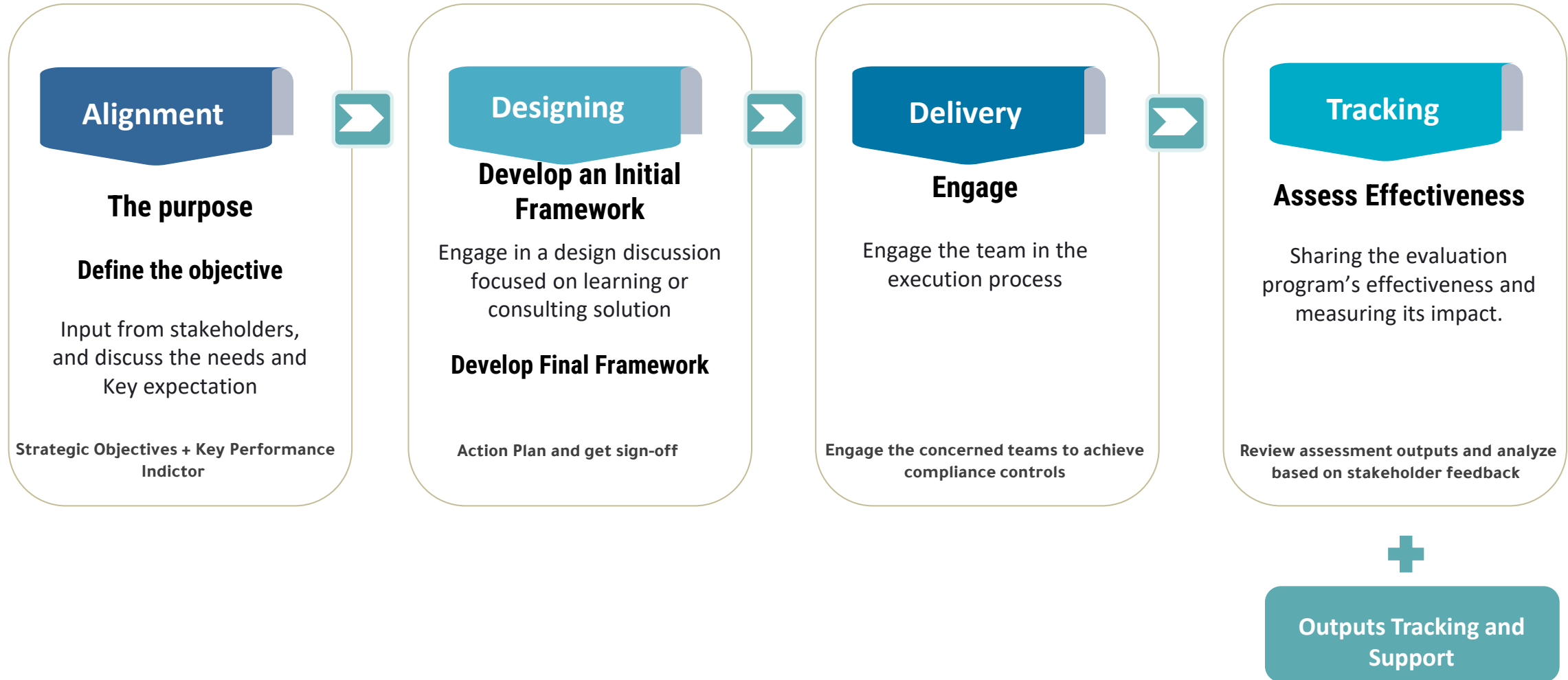
Employee Skill Gaps and  
Training Program Design



Along with offering the recommended  
Competency-Based Learning Model (SOMR),  
leveraging three decades of expertise



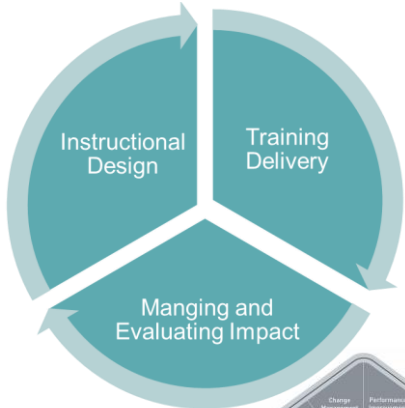
## Highlights on Phases



# Trusted Models

## Framework

**Learning Framework**  
Linking Learning to Performance



Source ATD model

## L&D

**ADDIE**

- 1. Analysis:** Identify training needs and objectives.
- 2. Design:** Create a blueprint for the learning experience.
- 3. Development:** Develop the learning materials and activities.
- 4. Implementation:** Deliver or distribute the training.
- 5. Evaluation (Kirkpatrick):** Assess the effectiveness of the training.

**Kirkpatrick**

- 1.Reaction
- 2.Learning
- 3.Behavior
- 4.Results

## Consulting

**Learning Needs**  
Analysis

- Identify Needs
- Analyse Performance Problems
- Define Training Objectives
- Develop Training Plan
- Evaluate and Review

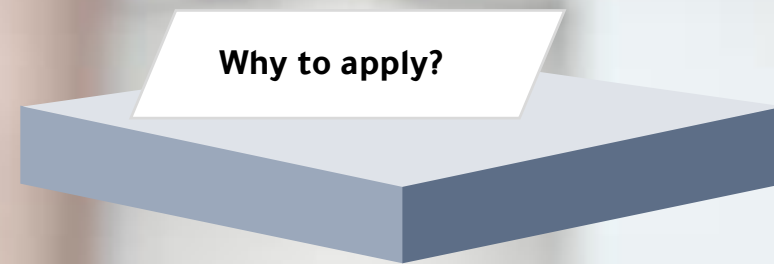
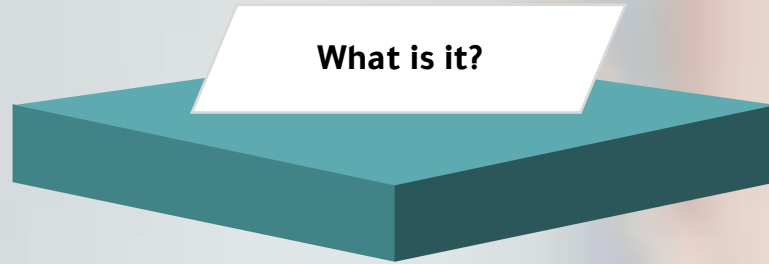
**ACADEMIES Framework**  
(McKinsey) for Establishing Training Academies

- 1. Aspirations:** Goals and purpose.
- 2. Curriculum:** Addresses identified needs.
- 3. Assessment:** Methods to measure learning progress.
- 4. Delivery:** Appropriate delivery methods.
- 5. Engagement:** Interactive and participatory methods.
- 6. Measurement:** Impact of the training on performance.
- 7. Improvement:** Continuously improve programs based on feedback.
- 8. Environment:** Create a supportive learning environment.
- 9. Sustainability:** Ensure the training academy's long-term sustainability.

# Highlight

## Recommended Learning Competencies

**S O M R**



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# Our Model

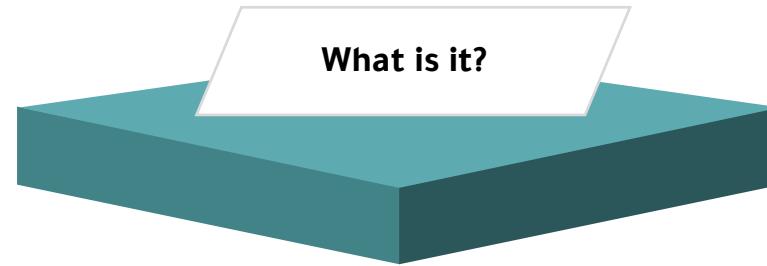
The Competency-Based Learning Model (SOMR) was designed by Tamkeen HC, drawing on three decades of experience in talent empowerment and management. We believe in the importance of this fundamental approach for both individual and organizational development as a key factor for success.

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.

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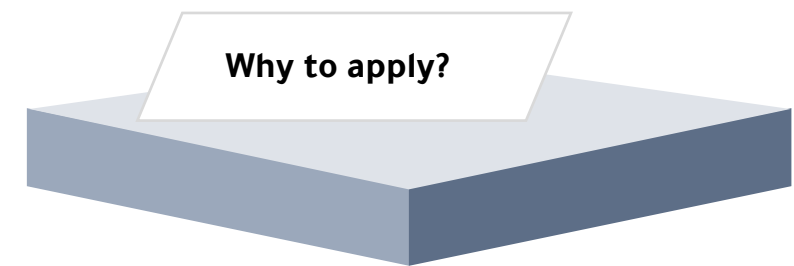
## Recommended Learning Competencies

**S O M R**



**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

- S Start:** This is considered the first and crucial stage
- O Organize:** This is the guidance journey
- M Manage:** This is the stage of achieving results
- R 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



# Learning Journey



# Why Choose Us

Simply put, we focus  
on empowerment.

Empowering individuals and organizations  
through our specialized learning, consulting,  
and methodology.

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Training & Consulting Solutions

- **Transformative Methodologies:** We shift from transactional to strategic learning methodologies, driving lasting change and measurable impact.
- **Client-Centric:** We fully align our services with your goals and objectives, ensuring tailored solutions that meet your specific needs.
- **Extensive Expertise:** Nearly 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

# Renowned Clientele

Track Record and Experience  
Serving Prestigious Global and  
Local Organizations

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## Established Training Academies

Successfully created and launched Training Academies, providing a comprehensive and tailored approach to learning and development, resulting in a more skilled and competent workforce.

## Developed Training Departments

Led the selection and qualification of trainers, overseeing the development and delivery of a wide range of functional, strategic, and leadership training programs, which enhanced overall employee capabilities and leadership potential.

## Implemented Rigorous Measurement and Assurance

Established robust measurement and assurance protocols to ensure the efficiency and effectiveness of performance initiatives, introducing policies and procedures that improved learning and performance outcomes, leading to higher productivity and better employee performance.

## Designed and implemented talent management strategy

Included competencies, talent review, succession planning, talent development, and engagement. This holistic approach to talent optimization ensured a continuous pipeline of capable leaders and engaged employees



Securing Your World





## Principal and Advisor Learning & Performance Improvement

Khalid Alsanabani

LinkedIn

Know More



## Business Mantra

Empowering individuals and organizations to foster a culture of high-impact learning and performance.

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As the Principal & Advisor of Learning and Performance Improvement, Khalid Alsanabani is the driving force behind the operations and strategic direction of **Temkeen HC**. With about three decades of extensive experience in **Talent, Learning, and Performance Improvement strategy**, he has had the privilege of serving prestigious national and international organizations.

Mr. Khalid, with a Master's degree in Human Resource Management, is a certified talent management professional (CTMP-SHRM&ATD) and an expert trainer. He holds several international professional certifications, including Certified Professional Instructor (CPOI) from the International Organization in the USA - Florida, Lean Six Sigma Black Belt (CLSSBB) from the International Association for Six Sigma Certification (IASSC), Anexas Europe, Talent Management from Washington University (Washington, D.C.), and training from the International Civil Aviation Organization (ICAO) in Hong Kong, among other certifications and training courses from within and outside the Kingdom.

His focus is on enhancing both individual and organizational performance. His extensive background includes establishing Training & Development departments and academies, as well as leading various seminars, workshops, and programs in talent development, executive coaching, and consulting.

Throughout his career, he has held several key roles. At K&A, a multidisciplinary design consultancy operating across the Middle East & Africa, Levant, Central and Southeast Asia, and Europe, he served as **Human Capital-L&D Advisor**. In this capacity, he was instrumental in a project for a company under the Public Investment Fund (PIF). **Khalid led, advised on, and oversaw the design, refinement, and implementation of impactful learning and development strategies** aligned with the project's business objectives, successfully enhancing engagement and performance across the organization.



Training & Consulting Solutions

At Panda Retail Company – Savola Group, he was the **Head of Learning & Development**, where he **spearheaded a learning transformation strategy that aligned programs with business performance objectives**.

In his role as the **Head of Learning & Performance** at Alshiaka - SEDCO HOLDING, he successfully **implemented the Retail Operation Manual and fostered a culture of continuous learning**.

His extensive experience also includes leadership positions such as **Head of Performance Improvement** at Ejada United, **Corporate Learning & Development Director** at G4S International Group, and **Head of Human Resources** at ÜLKER International.

Throughout his career, Khalid has consistently driven high-performance initiatives and strategic talent development across various sectors, including **Sales, Manufacturing, HR and Recruitment, Facility Management, Security Solutions, Retail, Real Estate, and Consultancy**.

Currently, **Principal & Advisor of Learning and Performance Improvement** at Temkeen HC, he is dedicated to enhancing Human Capital Services that leverage his wealth of experience and strategic insight for the benefit of clients.

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



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# CONTACT US

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