

Ajman Leadership Program

AJMAN LEADERSHIP PROGRAM

Vision

Citizen leaders armed with knowledge and ambition.

Mission

We work to elevate and retain our national government cadres through participation, training, and career empowerment, contributing to the achievement of Ajman's vision.

Shaping the Future with Scientific Knowledge

As a people who strive to achieve more success in various fields and domains, we are always keen on effective strategic planning that enables us to realize our dreams. To achieve this, it was imperative for us to prepare young national cadres who can keep pace with the times and shape the future with scientific knowledge and boundless ambition.

When we implemented the Ajman Leadership Program, we aimed to develop the leadership competence of the people of the Emirate of Ajman to create a generation aware of present and future challenges, capable of managing change efficiently, stemming from strategic thinking and practical implementation of what is planned.

Undoubtedly, the success achieved makes the responsibility greater to achieve more successes in the upcoming sessions, especially since our ambition knows no bounds under the guidance of His Highness Sheikh Humaid bin Rashid Al Nuaimi, Member of the Supreme Council and Ruler of Ajman, may God protect him.

The goal of this ambitious program is not to train citizens to work as department heads, but to spread creative and innovative leadership thinking among all the people of Ajman. Leadership is not an administrative position but a comprehensive creative vision. There is no room in the future for old, traditional thinking, nor is there stability in knowledge in light of rapid developments that make human resource development an indispensable virtue.

Undoubtedly, the Ajman Leadership Program is a right step on the path to our emirate's renaissance, creating cadres trained to challenge the impossible, armed with limitless ambition and knowledge whose only ceiling is the elevation of the nation.

His Highness Sheikh Ammar bin Humaid Al Nuaimi

Crown Prince of the Emirate of Ajman - Chairman of the Executive Council

Training National Cadres on Modern Management

The Ajman Leadership Program seeks to train national cadres on modern management based on precise scientific knowledge and practical application, and to draw comprehensive visions for work within the Emirate of Ajman, in line with the diligent directives of His Highness Sheikh Humaid bin Rashid Al Nuaimi, Member of the Supreme Council and Ruler of Ajman, may God protect him, and His Highness Sheikh Ammar bin Humaid Al Nuaimi, Crown Prince and Chairman of the Executive Council, may God preserve him.

To achieve the desired successes in various fields, it is necessary to fully prepare national talent to enable them to face the future and the fast pace of the era with scientific knowledge and effective strategic visions, through specialized programs that translate ideas into reality and leverage human capital, whose competencies must be developed and empowered for creative teamwork, away from stereotyping, individualism, and random decisions.

In this context, we feel a greater sense of responsibility, especially as we currently live in the United Arab Emirates in an era of science and long-term planning, which has contributed to enhancing its international standing at all levels among the nations of the world.

Undoubtedly, the Ajman Leadership Program succeeded in its first session in achieving its desired goals, but our ambition is limitless, and we wish to raise the level of challenge for ourselves and for all trainees so that we can participate in the comprehensive development march witnessed by the United Arab Emirates in general, and the Emirate of Ajman in particular, for which we are working hard to achieve its strategic plan and Vision 2021.

Finally, we must know well that maintaining success is much harder than achieving success itself. In less than half a century, the UAE has condensed

a development and building journey that would need more than 300 years. Therefore, all national talents in the Emirate of Ajman must be keen to enhance their capabilities and develop their skills in a way that enables them to participate strongly in the comprehensive renaissance of the state and to bear their leadership and administrative responsibilities in the future.

His Excellency / Rashid Abdul Rahman bin Jabran Al Suwaidi

Director General of Central Human Resources in Ajman

Ajman Leadership Program in Numbers

3 Categories:

- Future Leaders
- Promising Leaders
- Creative Leaders

4 Discussion Panels

6 Field Visits

5 Meetings with Leaders

12 Projects

30 Modules

46 Participants

The UAE... Building People Before Structures

Since the establishment of the union by the late Sheikh Zayed bin Sultan Al Nahyan, may God rest his soul, the United Arab Emirates has succeeded in prioritizing the development of its people over the construction of buildings.

The UAE has been keen to provide all necessary resources to enhance the capabilities of its national cadres and develop their skills in line with the latest global developments to drive development in all fields.

Thanks to the wise policy of our prudent leadership, the United Arab Emirates was able to shorten time and build its comprehensive renaissance and solid civilization in less than four decades.

The real investment in people is what the Emirate of Ajman is working on, under the directives of His Highness Sheikh Humaid bin Rashid Al Nuaimi, Member of the Supreme Council and Ruler of Ajman, and His Highness Sheikh Ammar bin Humaid Al Nuaimi, Crown Prince of Ajman and Chairman of the Executive Council, to successively provide opportunities for all human resources in various government bodies and departments in the emirate. The aim is to enhance their skills and develop their capabilities through the best leadership development programs to enable them to preserve the achievements of the UAE in general, and Ajman in particular, and to prepare them to cross into the future with a conscious leadership vision.

All participants of the Ajman Leadership Program were keen to share their experience in the program, which they confirmed has significantly contributed to changing the course of their lives for the better.

Future Leaders Category

Empowering Future Leaders in Strategic Planning

Hamda Sultan Al Matrooshi

Department of Tourism Development

Hamda Sultan Al Matrooshi from the Department of Tourism Development described the Ajman Leadership Program as the most important path to empower future leaders in strategic planning and develop their ideas according to the latest creative thinking theories.

She confirmed that since joining the program, she has been able to enhance her knowledge, polish her skills, and exchange experiences through direct contact, field visits, and the various training courses and workshops she participated in.

She explained that the program enabled her to learn about the best practices applied within the country, in addition to gaining diverse experiences she was not previously aware of, which greatly reflected on her decisions and the decisions of most program participants within their work departments, contributing to the development of their administrative skills.

She pointed out that the program thoughtfully seeks to create national leaders who can bear their future responsibilities through training and

empowerment in the arts of leadership and modern management methods, in addition to boosting self-confidence and spreading a spirit of creativity.

Training on Planning, Implementation, and Follow-up Mechanisms

Sheikha Abdullah Al Nuaimi

Ajman Free Zone

Sheikha Abdullah Al Nuaimi from the Ajman Free Zone affirmed that the Ajman Leadership Program has had a significant impact on all its participants, giving them the opportunity to train on strategic planning, implementation, and follow-up mechanisms that enhance work productivity through managing teams and making sound decisions.

She explained that what she gained since participating in the program far exceeded her ambitions before joining, stating that for the first time, she felt capable of utilizing others' abilities for the benefit of work according to modern management methods in a precise and effective manner.

She pointed out that the Ajman Leadership Program represents a great gain for her on a personal level because she is always keen to develop her abilities through continuous training.

She noted that the diversity of topics focused on by the program has polished her skills in many areas, confirming that she will be keen to invest her skills in supporting her professional career and enhancing her administrative abilities in the future.

Developing the Competitiveness of the Emirate of Ajman

Ahmed Khair Al Balushi

Department of Economic Development

Ahmed Khair Al Balushi from the Department of Economic Development revealed the ability of the Ajman Leadership Program to contribute to developing the competitiveness of the Emirate of Ajman and implementing its general strategy, thanks to its effective tools for building national cadres, especially since building the nation is contingent on building its citizens.

He explained that leadership development programs are a smooth path to creating future leaders according to enlightened thought and through continuous development and training on global theories in a way that is compatible with the country's local environment.

He confirmed that before joining the program, he did not know he would benefit from it to this extent, especially since he was introduced to the best creative work tools and learned about many administrative and leadership practices that gave him more diverse skills and experiences.

He indicated that he will be keen to invest the experience he gained from the program to be a successful leader in the future by applying that experience in his field of work in a way that ensures enhanced work productivity.

The Emirati Woman is Capable of Shaping the Future

Noura Ali Al Suwaidi

Ajman Free Zone

Noura Ali Al Suwaidi from the Ajman Free Zone stated that she participated in the Ajman Leadership Program to fulfill her ambition for career advancement and to prepare to take on her professional responsibilities, to prove to everyone that the Emirati woman is capable of shaping the future and deserves what she has achieved under the wise policy of our prudent leadership.

She indicated that she was surprised by the wealth of diverse skills and experiences she learned from the program in the context of effective planning, setting institutional and community vision, performance development, and spreading a spirit of creativity.

She pointed out that she learned a lot from the program, but the most important thing she learned was strengthening teamwork, in addition to honing innovative work skills and applying an incentive policy to encourage subordinates to engage in free dialogue and present new ideas.

She explained that the program succeeded in crystallizing the true meaning of leadership and deepening loyalty to the homeland, noting that the experiences gained by the participants affirm their responsibility in improving the quality of life in the Emirate of Ajman, and striving to adopt

comprehensive development visions to support the advanced government work process.

Preparing Leaders and Foreseeing the Future

Majid Mohammed Al Saeedi

Department of Ports and Customs

Majid Mohammed Al Saeedi from the Department of Ports and Customs confirmed that leadership is not a difficult puzzle, but a practical exercise on the ground, and this is what the Ajman Leadership Program did; it managed to hone the skills of its participants and provide them with diverse experiences that they successfully applied in real-time.

He mentioned that the program represents an important link in the Emirate of Ajman's strategy to implement its Vision 2021 and an effective step towards foreseeing the future with awareness and wisdom, in line with the country's directives to preserve the nation's development.

He added: It can be said that the program senses the latent capabilities of its participants, understands their desires and ambitions, and brings them to light. This is where the mechanisms of leadership begin, which are instilled in them by transferring knowledge from books and sciences to tangible reality.

He continued: The aforementioned will not be achieved without deep training of capabilities and increasing modern administrative knowledge, most importantly how to perceive the value of small details, how to crystallize a vision from these details, and develop long-term strategic plans, then short-term plans that take into account the reality and special abilities of employees.

No End to Learning, No Stagnation in Knowledge

Houria Ahmed Al Balushi

Municipality and Planning Department

Houria Ahmed Al Balushi from the Municipality and Planning Department explained that she participated in the Ajman Leadership Program knowing well the benefits she would gain, as she had previously taken the same course at the department level, which greatly encouraged her to participate in the program.

She confirmed that her affiliation with the program equipped her with leadership and strategic implementation mechanisms, noting that true leadership cannot be achieved without awareness of its mechanisms by both leaders and subordinates.

She added that all participants in the program must be well aware that there is no end to learning and no stagnation in knowledge, as every day brings new experiences that we must acquire.

She pointed out that the program participants now have a great responsibility to transfer their experiences to their colleagues who have not yet taken this course, as well as to convince them that leadership development courses are not a routine procedure but an acquired experience and an added value to their professional portfolio in the short term, not just the long term.

A Bridge of Administrative Knowledge and Practical Practices

Reem Saeed BuKhatir

General Secretariat of the Executive Council

Reem Saeed BuKhatir from the General Secretariat of the Executive Council praised the Ajman Leadership Program, describing it as a bridge of administrative knowledge and practical practices that has successfully guided its participants to safety.

She confirmed that the program contributed to developing the personal visions of all its participants and greatly enhanced their abilities to negotiate in matters of administration and business management.

She stated that the program provided them with the experience of facing challenges, overcoming obstacles, and making difficult decisions better than they could before participating in the program.

She explained that all participants in the program have become ambassadors, responsible for transferring their experiences to their colleagues at work and motivating them to participate in future sessions so they can drive the development process the country is witnessing in various fields.

She indicated that leadership development programs have truly proven to be scientific and practical universities for qualifying and graduating future leaders with specifications that align with global developments in the

concept of modern management, in addition to qualifying them in a way that ensures their impact on the labor market.

New Horizons of Success and Sustainable Development

Omar Mohammed Lootah

Public Transport Corporation

Omar Mohammed Lootah from the Public Transport Corporation affirmed that the Ajman Leadership Program works to prepare a generation of leaders capable of steering government institutions and leading them to new horizons of success.

He added: The program contributes to sustainable development in performance, service quality, achieving customer satisfaction, and enhancing competitiveness in various fields within the Emirate of Ajman.

He explained that the program has become an active case for creating promising leaders and utilizing the skills of current leaders, in addition to promoting a culture of excellence among employees of government departments and institutions in the emirate.

He pointed out the importance for government cadres in Ajman to continue learning, staying informed, and familiarizing themselves with all administrative and leadership developments, so they can face and overcome all challenges.

He stressed the need to enhance knowledge among all national cadres to develop work methodology, confirming that this will only happen through continuous training and the exchange of experiences and innovative ideas that will shape the map of the future.

Leadership Programs: Self-Discovery and Capability Development

Wajdan Issa Al Hajjaj

Digital Government

Wajdan Issa Al Hajjaj from Digital Government expressed her happiness at joining the Ajman Leadership Program, which enabled her to enhance her capabilities, polish her skills, and gain more experience in record time.

She confirmed that she was eager to join the program after hearing a lot about it from those who had joined before her, and about its diverse abilities in discovering the latent potential of all its participants, as well as its role in strengthening leadership thinking mechanisms.

She explained that she found the program to be a perfect opportunity to put her on the right path to assume leadership positions that would enable her to serve her country more comprehensively, and that it represents a qualitative leap in the lives of all participants.

She noted that she was keen to apply the experience she gained in her work environment, confirming that she noticed a significant difference in performance and reactions, which contributed to enhancing work productivity and enabling her with future foresight mechanisms and creative work concepts.

The Ability to Manage Constructive Dialogue with Subordinates

Ahmed Mohammed Kajour

Ajman Bank

Ahmed Mohammed Kajour from Ajman Bank believes that the greatest benefit from the Ajman Leadership Program, which he was able to join, is learning the true meaning of leadership. It is not about a formal position or controlling employees, but rather the ability to manage a constructive dialogue with subordinates and utilize their abilities and potential for the benefit of the work.

He explained that before participating in the program, he thought that management or leadership was the ability of a person to issue orders and follow up on their execution. However, he discovered that a true leader is one who can plan and execute successfully and utilize the abilities of employees for the benefit of the work.

He stated that upon joining the program, he realized that this understanding was traditional and did not meet ambitions, pointing out that new leadership is not about enforcing rules but convincing people of the importance of those rules. You cannot be convinced by an order, but by a dialogue that broadens your horizons, organizes your priorities and

concepts, and gives you a sense of participation, which reflects on work development.

He asserted that the program will bring about a qualitative leap for many national cadres and will have a future role in the renaissance of Ajman and the achievement of its vision over the next ten years.

Building Leaders Capable of Achieving Ambitions

Bashayer Ali Al Shamsi

Ajman Free Zone

Bashayer Ali Al Shamsi from the Ajman Free Zone believes that the Emirate of Ajman possesses the elements of an excellent government and seeks to build leaders who can achieve its ambitions, strategic plan, and Vision 2021.

She continued: Because I am part of this excellent government, I was keen to actively participate in the Ajman Leadership Program to enhance my professional career so that I can achieve my ambition of reaching leadership positions within the country in general, and the Emirate of Ajman in particular, to be able to serve my country, which I am proud to belong to.

She believes that the Ajman Leadership Program works to build a capable generation of young leaders who will strive to support the emirate in achieving its Vision 2021.

She pointed out that those in charge of the program are striving to provide all participants with the skills and knowledge they need to engage in work and participate in driving the march of progress.

She noted that joining the program was a golden opportunity for her to meet a number of future leaders and to learn about local and international practices in various fields.

A Scientific Academy for Graduating National Cadres

Ahmed Saqr Al Matrooshi

Public Transport Corporation

Ahmed Saqr Al Matrooshi from the Public Transport Corporation praised the Ajman Leadership Program, which he confirmed is a scientific academy

for graduating national cadres according to standards that comply with international training standards.

He indicated that he was keen to join the program in an effort to enhance his professional skills by learning the latest management mechanisms, which he believes will contribute to supporting his professional career as required.

He stated that the idea of leadership development programs contributes significantly to preparing leaders who have the ability to foresee the future, as they master modern management methods that are consistent with Ajman Vision 2021.

He added: The Ajman Leadership Program operates according to a well-studied training plan to enable all employees in the emirate's government bodies and departments to face the challenges of the 21st century by acquiring diverse knowledge and effective management skills.

Al Matrooshi believes that career empowerment, according to a long-term future vision, is one of the most important tools for arming oneself for the next stage, which requires cadres capable of interacting with the upcoming digital revolution.

Enhancing Performance Through Strategic Thinking

Waleed Mohammed Al Shehhi

Department of Land and Real Estate Regulation

Waleed Mohammed Al Shehhi from the Department of Land and Real Estate Regulation revealed the impact of the Ajman Leadership Program on developing his performance and enhancing his institutional vision from the very first days of his participation.

He confirmed that he was able to acquire diverse skills in various fields, such as creative thinking and appreciating matters from a broader and more comprehensive perspective, in addition to being trained on leadership and effective work mechanisms.

He explained that the program worked to provide all participants with the skill of building relationships and having a sharp vision before making a decision, skills that no one can acquire except through a sound scientific perspective.

He stated that the field visits and direct meetings organized for the participants with a number of specialists in various fields enhanced their knowledge and contributed to shaping a different vision of an effective leader capable of productive management.

He noted that the course made a major difference in his life on a professional and administrative level, confirming that it significantly elevated his capabilities.

Ahmed Mohammed Al Jadmi

Department of Ports and Customs

Enhancing the Theory of Effective Management Through Amity

Ahmed Mohammed Al Jadmi of the Department of Ports and Customs praised the role of the Ajman Leaders Preparation Program in empowering national cadres in various government departments and institutions in the Emirate with modern management methods that place them at the forefront of effective leadership.

He emphasized that the program's participants felt the extent of the effort made by the Ajman government to create future leaders, in light of the wise leadership's keenness to qualify and develop the capabilities of the human element, considering it the real bet for achieving any desired progress.

He pointed out that the program enabled its members to acquire leadership skills by influencing those around them and the ability to utilize the capabilities of others, in addition to its role in enhancing the theory of effective management through amity.

He noted that he gained many management skills that are in line with the latest international theories, especially regarding decision-making mechanisms and how to be an effective link between the department he works for and the higher leadership.

Rasha Khalf Al Shamsi

Public Transport Corporation

Reviewing the Best Global Practices

Rasha Khalf Al Shamsi from the Public Transport Corporation confirmed that her affiliation with the Ajman Leaders Preparation Program enabled her to build administrative relationships and exchange experiences, in addition to personal leadership skills.

She noted that her goal in participating in the program was limited to enhancing her administrative skills, but she was surprised to join a diverse field of knowledge that added more experiences, enabling her to form a different vision in management and decision-making.

Al Shamsi described the program as excellent and capable of honing the skills of its members in record time according to the latest scientific theories, stressing that she will be keen to apply the skills she has acquired in her work environment in a step towards supporting her professional career.

She pointed out that the program, with its multiple capabilities, was able to graduate national cadres who were able to prove their presence better in a short period of time, which was reflected in their professional performance.

She explained that these cadres have become remarkably capable of bearing their responsibilities and can contribute to achieving the Ajman 2021 strategy and vision due to the diverse experiences and skills they now possess.

Creative Leaders Category

Fatima Saif Al Hamrani

Ajman Free Zone

Developing and Applying Skills in the Work Environment

Fatima Saif Al Hamrani from the Ajman Free Zone affirmed that the Ajman Leaders Preparation Program enhanced her abilities and enabled her to make sound decisions after being trained in strategic thinking skills.

She stated that she was keen to join the program to enhance her skills and learn about the best global and local practices that help her develop her administrative and leadership experiences, in addition to her eagerness to be an active part in serving and developing the Emirate of Ajman, where she is very happy to work among its government team.

She explained that she has felt a significant positive change in her professional and administrative level since joining the program, stressing that she will be keen to develop her skills periodically, apply them in her work environment, and disseminate them as widely as possible.

Al Hamrani described a successful leader as one who is capable of building, keen to share his knowledge with others, able to utilize their capabilities for the benefit of the work, in addition to his ability to make the right decision at the right time, spread a spirit of creativity among various employees, and create innovative solutions for complex issues.

Captain / Ibrahim Salem Al Harsousi

Ajman Police General Headquarters

Ajman, the Emirate of Active Future Opportunities

Captain Ibrahim Salem Al Harsousi from the Ajman Police General Headquarters believes that the idea of the Ajman Leaders Preparation Program will effectively contribute to achieving Ajman's strategy towards its development and transformation into an emirate of future opportunities, especially since Ajman represents an important hub for logistics services in the region.

Al Harsousi called for the expansion of leader preparation programs to include all national cadres within all government institutions and departments, and that training should not be limited to the local level only but must extend to the regional and international levels, and that these programs should be mandatory for all government department employees.

He explained that every employee within the Emirate of Ajman is necessarily a leader, even if not in a leadership position. We must all be armed with modern science and knowledge in all fields so that we can lead the future of our country and contribute to achieving its comprehensive renaissance.

He stressed that the Ajman Leaders Preparation Program represents a quantum leap in his professional life at all administrative and leadership levels, hoping that he will undergo more training processes in the coming period that will enable him to be an effective element in the Ajman government system.

Captain / Majed Mohammed Al Shamsi

Ajman Police General Headquarters

The Ability to Balance Actions to Achieve Goals

Captain Majed Mohammed Al Shamsi from the Ajman Police General Headquarters praised the role of the Ajman Leaders Preparation Program in providing him with more administrative and leadership experience in record time, making him able to manage work easily.

He confirmed that the program helped all participants learn strategic thinking, which aims at the ability to balance actions and patterns to achieve goals, and enabled them in strategic execution, which aims to turn strategies into results, in addition to providing them with personal leadership and project management skills.

He added that his participation in the program introduced him to how to set an institutional vision and spread a spirit of creativity within the work department, in addition to building effective relationships by utilizing the knowledge available in the institution and acquiring a culture of

performance development through understanding key performance indicators and employing them to manage institutional development.

He mentioned that the program, with its diverse capabilities, will significantly contribute to changing the current management concept and will work on graduating generations capable of innovation and creativity, and thus bearing their administrative responsibilities and shaping the features of the future.

Fatima Ahmed Al Suwaidi

General Secretariat of the Executive Council

Engaging in the Nation's Future Leadership System

Fatima Ahmed Al Suwaidi from the General Secretariat of the Executive Council seeks to engage in the future leadership system, which is why she took the initiative to join the Ajman Leaders Preparation Program.

Regarding the extent of her acquisition of the required expertise in the world of leadership, she confirmed that her concept of leadership has completely changed since joining the program, in light of the skills required of a successful leader that enable him to influence those around him and make him capable of development and project management according to a vision and strategy.

She stressed that the results of the leader preparation programs will appear in the future and will contribute significantly to developing the capabilities of local administrations in an optimal manner.

She explained that the program prompted participants to engage in practical training related to projects and initiatives of the Ajman 2021 vision, to enhance their administrative capabilities in a way that ensures the implementation of its general strategies.

She mentioned that the Ajman Leaders Preparation Program enabled them to correct many misconceptions related to management and the mechanisms of leadership work within state institutions.

Nawal Mohammed Al Hosani

General Secretariat of the Executive Council

The Role of Leadership in Developing Vision and Mission

Nawal Mohammed Al Hosani from the General Secretariat of the Executive Council was keen to join the Ajman Leaders Preparation Program with the aim of understanding leadership mechanisms based on sound scientific foundations that grant her more administrative knowledge, contributing to enhancing her professional standing.

She affirmed that the program will significantly contribute to bringing all government institutions and departments to a level of excellence, especially as it is an extension of the visions and work strategies of the wise leadership that seeks to build generations of national cadres based on science and knowledge.

She indicated that through the program, she was able to learn about the role of leadership in developing the vision and mission and setting a good example, and that leadership involves monitoring and reviewing all processes that would improve the administrative system for the benefit of the work, in addition to its role in promoting a culture of excellence among all employees.

She continued: The program succeeded in introducing participants to the concept of strategic planning, defining its objectives, developing institutional performance, in addition to setting priorities and monitoring and following up on performance.

Anoud Jihad Al Nuaimi

Central Human Resources

Overcoming Challenges and Preserving Gains

Anoud Jihad Al Nuaimi from the Central Administration for Human Resources Development hurried to participate in the Ajman Leaders Preparation Program out of her eagerness to join the ranks of future leaders on whose capabilities the political leadership is betting to develop state institutions in the future.

She pointed out that the UAE has been blessed by God with a wise leadership that is keen to care for its people and develop their administrative capabilities at different job levels, in order to enable them to overcome challenges, bear responsibilities, and thus preserve the country's gains.

She explained that the program succeeded in enhancing the capabilities of current leaders and creating a promising generation of second and third-tier leaders who represent the alternative leadership in the future, noting that she gained cumulative experience in a short period of time that she never imagined she would obtain so quickly.

She mentioned that the participants in the program were able to learn about the concept of positive leadership, which represents a fertile environment for the growth of future leaders from the youth working in various government institutions and departments within the Emirate of Ajman.

Hessa Humaid Al Matrooshi

Ajman Free Zone

Reorganizing the Knowledge Map for Employees

Hessa Humaid Al Matrooshi from the Ajman Free Zone stated that leader preparation programs represent a reorganization of the knowledge map for all participants from employees of government departments and institutions, and provide their minds with the tools for making and taking sound decisions.

She confirmed that she took the initiative to join the Ajman Leaders Preparation Program out of a desire to develop herself and gain experiences that help her in developing her work in any position she holds, in addition to helping her achieve the Ajman 2021 vision.

She pointed out that changing and developing ideas leads to rationalizing decision-making, which means a comprehensive change in the type and pattern of projects and initiatives that contribute to continuous development and modernization processes, in addition to supporting creative thinking.

She described the idea of the Ajman Leaders Preparation Program as excellent, especially since it is not designated for senior leadership only, confirming that the program helped her a lot in getting to know the other side of the picture and the ability to face challenges and overcome obstacles.

Anoud Amin Abdullah

Financial Audit Authority

Raising Productive Efficiency and Distinguishing Human Capital

Anoud Amin Abdullah from the Financial Audit Authority stated that the UAE, since the establishment of the Union, has been keen to direct all its investments towards developing its human cadres through modern scientific tools and means, with the aim of raising productive efficiency and distinguishing these human cadres, which represent its true wealth.

She stressed that the Emirate of Ajman has intensified its interest in its national workforce through continuous training and development, and the Ajman Leaders Preparation Program came to crown these efforts and work on honing skills and enhancing capabilities that are in dire need of being adopted and directed in the right direction.

She called for the necessity of following up on the program's participants within their work departments after the program ends to measure the extent of benefit from the training course sponsored by the Emirate.

She noted that the program works according to a well-studied plan to provide all its participants with the necessary skills to deal with the changes that appear within institutions in order to confront and overcome them, in addition to its role in confronting traditionalism and following the best administrative systems.

Amina Ibrahim Al Mandous

Municipality and Planning Department

Enhancing Leadership and Creative Thinking Skills

Amina Ibrahim Al Mandous from the Municipality and Planning Department confirmed that she joined the Ajman Leaders Preparation Program out of a desire to develop her professional capabilities, hone her administrative skills, and gain more experience to enable her to excel in her work.

She noted that the program provided a diverse package of training courses and workshops in various administrative fields, which contributed to raising her skill and analytical abilities, through modern management methods and techniques.

She explained that the development of leadership skills is a continuous process that requires a high level of commitment and the provision of the necessary human and material resources to achieve success, which is what the Emirate of Ajman has succeeded in providing for all its national cadres within government institutions.

She highlighted the effective role of the Ajman Leaders Preparation Program in enhancing the leadership skills of all participants and increasing their knowledge, in addition to its role in providing an opportunity for exchanging experiences between participants and leaders within the state during field visits, as well as its role in enhancing leadership, creative thinking, and teamwork skills.

Zahra Ali Al Bannai

Department of Economic Development

Sustainable Development and Opening New Economic Horizons

Zahra Ali Al Bannai from the Department of Economic Development adopts a specific viewpoint on the process of preparing leaders, as she sees it as the most important way for the renaissance of nations built on science,

especially in light of the rapid global developments that depend on the knowledge economy.

She explained that the Ajman Leaders Preparation Program has come to play an effective role in graduating generations of promising leaders in various fields and domains, stressing the need to follow up on the performance of graduates of leader preparation programs and not just be content with granting them the program without ensuring they apply the experiences they have gained.

She indicated that the state's targeting of national cadres with leader preparation programs periodically will achieve its goals towards sustainable development and open new economic horizons that support its global position and pivotal role.

She confirmed that her concept of management changed completely after joining the program, so she will be keen to transfer her experience to her colleagues who were not able to participate in the program to motivate them to participate in the future, with the aim of enhancing the capabilities of all national cadres within various government departments.

Hind Humaid bin Hindi

General Authority of Islamic Affairs and Endowments

Enhancing Social Responsibility and Commitment to Work Ethics

Hind Humaid bin Hindi from the General Authority of Islamic Affairs and Endowments expressed her great happiness in joining the Ajman Leaders Preparation Program, confirming that she felt a significant positive difference between her performance at work before and after joining the program.

She stated that the program enabled her to learn about scientific theories in the arts of management and leadership that she did not know before, in addition to helping her support her professional career, which she is keen to continue developing through continuous training.

She affirmed that the program works to build successful organizational cadres and establish new work systems aimed at raising the overall performance rates within government departments in more effective

ways, through scientific research, training and development, information technology applications, and performance measurement.

She noted that leader preparation programs in their general concept enhance social responsibility and commitment to work ethics, and work to develop the efficiency of the state's administrative apparatus by identifying development needs and improving performance, in addition to preparing specialized cadres in various fields.

Promising Leaders Category

Ahmed Humaid Al Nuaimi

Municipality and Planning Department

Training on Successful Management Theories

Ahmed Humaid Al Nuaimi from the Municipality and Planning Department rushed to participate in the Ajman Leaders Preparation Program with the aim of self-development and enabling him to train on successful management theories, but he surpassed that by far in a time that is negligible in the lifespan of gaining experience.

He explained that in a short time, he succeeded in training on project and team management, understanding the mechanism of strategic planning, in addition to formulating the institutional vision, developing performance, and building relationships.

Al Nuaimi called for the necessity of linking promotion processes within government departments in the Emirate of Ajman to obtaining the leader preparation course, stressing that it is not right for a person to be promoted to a leadership position while being ignorant of successful leadership theories.

He explained that the program represents an important link in the path of administrative development within government institutions, stressing that leader preparation programs push their members to stand in the circle of continuous development.

He continued: Leader preparation programs contribute to building a base of first, second, and third-tier leaders entrusted with taking over the state's

institutions successively, so these programs must be activated to include national cadres in the private sector.

Miyad Ali Al Mehri

Municipality and Planning Department

Mechanisms for Self-Development and Career Growth

Miyad Ali Al Mehri from the Municipality and Planning Department praised the Ajman Leaders Preparation Program and the programs and workshops it included, which focused on providing participants with the skills of a successful leader and training in project management through an innovative and advanced vision.

She affirmed that the program enhanced her future aspirations to support her professional career in a way that keeps pace with international developments in the world of management, noting that the program represents an effective step that will develop the competitive capabilities of the country in general and the Emirate of Ajman in particular.

She noted that through her participation in the program, she perceived a significant change in the concept of modern leadership, which relies on advanced theories that she quickly applied in her work environment.

She explained that all participants in the program can become successful leaders in their field of work, regardless of their job grade, by applying the experiences they have gained in a scientifically studied manner.

She called for the necessity of generalizing the idea of leader preparation programs to all national cadres, whether in government or private institutions, due to their significant role in creating generations of creative leaders who have the ability to advance the progress witnessed by the state.

Fatima Mohammed Al Abdouli

Financial Audit Authority

A National Experience and Professional Promotion Based on Knowledge

Fatima Mohammed Al Abdouli from the Financial Audit Authority affirmed that the Ajman Leaders Preparation Program is a small step in time but a large step in knowledge, which will certainly contribute to pushing the Emirate towards more development and growth with the help of its national cadres.

She noted that what participants learn in the program will not stop at the limits of their participation; rather, everyone will be keen to transfer their experiences to their colleagues at work, especially since their experience represents a national duty and a professional promotion based on knowledge.

She added that knowledge cannot be confined to rooms but must reach all targeted individuals so that the modern idea of leadership based on strategic planning becomes a matter of implementation, and following it up on the ground becomes a daily work approach in Ajman.

She pointed out that her concept of leadership has changed a lot after joining the program, which has become evident in her management of work and her administrative decision-making, as this contributed to strengthening her strategic side.

She mentioned that the program gave her more self-confidence and experience that qualifies her for effective management and successful leadership, which relies on continuous development and modernization.

Moza Saleh Al Aleeli

Department of Economic Development

Developing the Sustainable Competitiveness of the Emirate of Ajman

Moza Saleh Al Aleeli from the Department of Economic Development noticed a significant change in the concept of management immediately

after joining the Ajman Leaders Preparation Program, confirming that she was surprised by the program's capabilities and its ability to bring about a comprehensive change in the thinking and performance of its members.

She explained that before joining the program, she was looking to enhance her skills and gain more experience to reflect on her performance at work, but after actually joining, her perspective changed completely, and she began to look beyond that to support her professional career.

She indicated that she now views the leadership process not just as giving orders, but as an art of inclusion and the ability for strategic thinking and utilizing the capabilities of others.

She affirmed that the program was keen to create a balanced training environment for all participants, which encouraged them to interact with its activities that varied between lectures, workshops, training courses, and field visits.

She explained that the program played an effective role in creating promising national leaders and putting them on the right path to participate in the progress witnessed by the state.

Asma Omar Al Mehri

Department of Lands and Real Estate Regulation

Leader Preparation Programs and Achieving Sustainable Development

Asma Omar Al Mehri from the Department of Lands and Real Estate Regulation sought to join the Ajman Leaders Preparation Program with the aim of moving in the right direction towards excellence in her work, believing in the value of training and honing skills in creating future leaders.

She explained that as soon as she joined the program, she felt she was living in a pioneering environment for creativity aimed at creating leaders of change, by providing them with all diverse experiences and knowledge, according to scientific and global theories that keep pace with the latest international developments.

She pointed out that the program succeeded in outlining the features of a conscious leader who seeks to develop work according to the best global

developments in a way that is compatible with the local environment of the country, in addition to its success in creating an integrated environment for its members based on encouraging new ideas and visions, discussing them, and developing them in a constructive and fruitful manner.

She explained that leader preparation programs can achieve sustainable development in society by providing administrative and leadership competencies that can be trusted for their wisdom in making the right decisions even in the absence of oversight and accountability.

Nada Dawood Al Remeithi

Department of Tourism Development

Gaining Experience, Developing Performance, and Enhancing Skills

Nada Dawood Al Remeithi from the Department of Tourism Development affirmed that through her participation in the Ajman Leadership Preparation Program, she was able to gain diverse experiences that helped her develop her job performance and significantly enhance her skills.

She stated that leadership preparation programs have become an important part of the life of any employee in the public or private sector within the UAE, in light of our wise government's commitment to foreseeing the future and industrial and digital development.

She explained that the focus on human capital, which our wise leadership considers the most important wealth, is the real and effective start to building sustainable development through national cadres capable of participating in building the comprehensive civilization of the UAE and preserving it in the future.

She pointed out that the leadership preparation program enables her to contribute strongly to developing the competitive capabilities of the Emirate of Ajman and implementing its general strategy. Therefore, these programs must include all employees of government departments, as well as mandating them for the private sector.

Asma Hassan bin Hadhiba

Department of Finance

Continuous Training and Qualification for All National Cadres

Asma Hassan bin Hadhiba from the Department of Finance called for the necessity of continuing training and qualification processes for various national cadres in all state departments and institutions to meet the aspirations of the political leadership in creating promising generations with the ability to innovate and develop.

She confirmed that she benefited greatly from joining the Ajman Leadership Preparation Program, as she was able to enhance her skills and gain more experience in management, communication, and the arts of leadership.

She explained that she learned about the concept of true leadership, which seeks to develop others and achieve their dreams through participation in decision-making, upward communication, and continuous development and training.

She wished to repeat her experience with other leadership preparation programs in the future, out of her keenness to continue training and qualification processes in line with the latest global developments.

She pointed out that the comprehensive renaissance currently witnessed by the UAE in its various sectors requires more trained national talents who are knowledgeable about the latest modern management methods, so they can maintain the successes achieved by the state.

Fatima Ali Al Shehhi

Municipality and Planning Department

Sustainable Development is the Cornerstone of Strategic Work

Fatima Ali Al Shehhi from the Municipality and Planning Department believes that proficiency in work and continuous development of the concept of modern management are the first steps for a successful leader towards change for the better and foreseeing the future.

She described the Ajman Leadership Preparation Program as an important link in the development processes witnessed by the Emirate of Ajman in various fields, emphasizing that investment in human resources has become the key to sustainable development and the cornerstone of strategic work within the country.

She indicated that the program's activities enhanced her managerial abilities in several areas, including acquiring the skills of a successful leader and innovative methods for managing government institutions, in addition to helping her gain innovative ideas for the decisions of a modern leader and then translating them into actionable strategic plans.

She believes that through leadership preparation programs, national cadres can be supported in a way that ensures they shape the features of the future with a modern vision that preserves the country's achievements and enhances its developmental goals.

She affirmed that these programs can play a significant role in developing the UAE's competitive capabilities on a global level, in addition to their role in implementing the country's general strategies.

Khadija Ali Al Blooshi

Municipality and Planning Department

Empowering Institutional Leadership with its Future Needs

Khadija Ali Al Blooshi from the Municipality and Planning Department revealed the ability of the Ajman Leadership Preparation Program to empower administrative cadres with their future needs, regardless of their job level.

She confirmed that she is now defining her professional and managerial directions that will enable her to sit in the seats of future leaders, thus being able to serve the UAE in general and the Emirate of Ajman in particular, striving to participate in achieving its strategy and Vision 2021.

She explained that the Ajman Leadership Preparation Program represents a turning point in her professional life, which she will always seek to develop through continuous training, stressing that the program succeeded in identifying the strengths and weaknesses of all participants.

She pointed to the importance of leadership preparation programs in foreseeing the future and spreading a spirit of creativity among various employees in government institutions, in addition to their role in developing performance and leading change.

She noted the necessity of continuously organizing leadership preparation programs and not being satisfied with a single course for the participant,

in order to keep them updated with the latest administrative and leadership systems that contribute to work development.

Assistant / Abdullah Hassan Al Ali

Ajman Police General Headquarters

Preparing Leaders is an Effective Step in the Right Direction

Abdullah Hassan Al Ali from the Ajman Police General Headquarters affirmed that the Ajman Leadership Preparation Program seeks to shape the future by developing the capabilities of national talents, sharpening their determination, and empowering them with personal leadership skills.

He added: The program has become an important link in the lives of national cadres who have a real desire to develop their potential and enhance their abilities to face challenges and overcome obstacles that may hinder work performance.

He indicated that he was keen to participate in the program due to his genuine desire for change and to acquire leadership skills from a scientific and practical perspective that contributes to making him capable of performing his duties in a way that enables him to maintain the success achieved by the country.

He confirmed his belief that maintaining success is much harder than achieving success itself, so it was imperative for him to develop his skills and enhance his abilities as required for the current and future stage in the life of our beloved country.

He stated that the program succeeded in developing the capabilities of its participants, making them able to understand and keep pace with reality and enter the realm of management through knowledge and effective application in a balanced and precise manner.

Heba Mohammed Al Falahi

Municipality and Planning Department

Innovative Thinking in Project Planning and Execution

Heba Mohammed Al Falahi from the Municipality and Planning Department confirmed that she rushed to join the Ajman Leadership Preparation Program to develop her administrative abilities according to

studied scientific theories, but was surprised to find herself on the threshold of future leadership for national cadres.

She indicated that she benefited greatly from all the training courses and workshops organized by the program, in addition to field visits and direct meetings, which contributed to broadening her vision of the course of affairs within her work department.

She added: The program's diverse activities enabled her to change her concept of leadership, as she discovered that leadership is not just about managing some employees and issuing orders, but is a scientific and practical approach and a strategic vision capable of changing for the better.

She added that in the coming period, she will be keen to enhance her administrative and professional abilities through continuous training and joining other leadership preparation courses in the future if available, out of a desire to keep up with the latest global developments in the world of management and to develop her professional potential.

Laila Ibrahim Al Hosani

Municipality and Planning Department

Creating Promising Generations that Seek Excellence

Laila Ibrahim Al Hosani from the Municipality and Planning Department praised the level of the Ajman Leadership Preparation Program in creating promising generations capable of bearing their responsibilities according to the requirements of the next stage, confirming that she rushed to participate in the program in search of innovative solutions to future challenges.

She explained that through the program, she was able to enhance her administrative and leadership skills, which enabled her to manage her work with utmost flexibility, adding that she gained diverse experiences through the training courses and workshops she participated in.

She confirmed that direct communication with several leaders during field visits that extended outside the emirate contributed to her learning about the details of the comprehensive renaissance enjoyed by the United Arab Emirates, which gave her more pride in belonging to this nation.

She stated that after joining the program, she has become very keen on enhancing her experiences and striving to practice future leadership mechanisms through continuous training and development according to the latest advanced management systems, in addition to her keenness to join similar programs in the future.

Aisha Kajour Al Nuaimi

Department of Economic Development

Enhancing Work Productivity by Utilizing Capabilities

Aisha Kajour Al Nuaimi from the Department of Economic Development supported the idea of leadership preparation programs in creating a generation of creative individuals capable of efficiently managing the state's institutions, confirming that the Ajman Leadership Preparation Program contributed to reinforcing this reality for her and for many participants in the program.

She mentioned that she quickly applied the diverse experiences she gained in the arts of management and creative leadership in her department, explaining that she now realizes that a successful leader must have a different personality from those around them, through their positivity and the extent to which they spread concepts of happiness.

She affirmed that utilizing the abilities of others for the benefit of work is one of the most important modern theories she believes in, which would contribute to enhancing work productivity.

She stated that the program succeeded in helping her set self-development goals and strive to achieve them, in addition to enhancing her skills and providing her with diverse experiences that enabled her to manage her work with great flexibility.

She indicated that the program also helped her to learn about different methods of obtaining support, observing customers and managing their complaints, as well as gaining experience in institutional excellence.

Lubna Mohammed Al Ali

Municipality and Planning Department

Seeking Renewal and Moving Away from Traditionalism

Lubna Mohammed Al Ali from the Municipality and Planning Department wished to repeat the experience of joining leadership preparation programs in the future after learning details she did not know before through her participation in the Ajman Leadership Preparation Program.

She stated that the program helped her learn the mechanisms of correct leadership and management in a way that ensures she can meet her professional commitments and enhance work productivity with an innovative concept in the future.

She indicated that she always seeks renewal and shuns traditionalism in performance, which she found in the program's activities that focused on modern concepts and scientific theories supporting future management arts based on participation in decision-making.

She continued: Through the program, I was exposed to the spirit of collective leadership that seeks to achieve the state's directions and implement its strategic plans to ensure the preservation of the global status it has reached.

She confirmed that the program changed many of her convictions, helped her understand reality better, gave her more self-confidence, and made her feel the value of purposeful knowledge.

Mariam Abdullah Al Shamsi

Municipality and Planning Department

Self-Management and Defining Professional Goals

Mariam Abdullah Al Shamsi from the Municipality and Planning Department confirmed that she was keen to join the Ajman Leadership Preparation Program due to her desire to manage herself and define her professional and social goals, as well as to enhance her creative thinking concepts and her pursuit of learning leadership mechanisms and the arts of influencing others.

She indicated that she looks forward to supporting her professional career to be able to participate effectively in supporting the progress witnessed by the country in general and the Emirate of Ajman in particular, in addition to her personal aspirations to hold leadership positions in the future.

She added that she noticed a significant change in the concept of leadership after joining the program, which enabled her to learn about diverse experiences, gave her the opportunity to benefit from others' experiences, and boosted her self-confidence and belief in her abilities.

She mentioned that leadership preparation programs contribute precisely to transforming the life path of all participants and support their desire for development in a way that is compatible with their different abilities and potentials.

Khawla Ibrahim Al Yasi

Ajman Chamber of Commerce and Industry

Applying Expertise in a Studied and Effective Manner

Khawla Ibrahim Al Yasi from the Ajman Chamber of Commerce and Industry affirmed that the Ajman Leadership Preparation Program was keen on communicating with and enabling its members to apply their expertise in their field of work in a studied and effective manner that ensures good performance and efficient participation in strategic planning.

She pointed out that the program succeeded in equipping participants with new leadership mechanisms, most importantly innovative thinking that goes beyond traditional frameworks, which they call "thinking outside the box."

She continued: If this innovative spirit alone were generalized to all government departments, we would see generations of creative leaders capable of turning dreams into a tangible reality, allowing us to enter the future through the doors of modern knowledge.

She added: There is no doubt that a program like the leadership preparation program represents a qualitative leap in administrative and executive work in the Emirate of Ajman. We cannot have a developed strategy and an advanced vision without having executive leaders on the ground to turn it into a tangible reality, especially with the unlimited support from our wise leadership, which spares no effort in creating a suitable environment for its people.

Fatima Ahmed Al Shamsi

Municipality and Planning Department

Enhancing the Culture of Excellent Performance within Institutions

Fatima Ahmed Al Shamsi from the Municipality and Planning Department described the Ajman Leadership Preparation Program as excellent, confirming that it operates according to an integrated strategy that achieves ambitious goals aligned with the government's direction towards developing the leadership of government departments.

She pointed out that her participation in the program significantly enhanced her skills and helped her move to higher intellectual levels related to the arts of leadership, in addition to enabling her to learn about the latest global practices related to effective management that would contribute to achieving Ajman's Vision and Strategy 2021.

She continued: The Ajman Leadership Preparation Program helped all its members understand leadership styles, developed their administrative abilities, and was keen on nurturing and maintaining them, in addition to enabling them to lead multi-functional teams.

She affirmed that leadership preparation programs in general have the ability to enhance the culture of excellent performance within institutions and create a generation of creative leaders capable of making strategic decisions from a precise scientific and theoretical perspective.

Mariam Saif Al Shaer

Municipality and Planning Department

A Radical Change in the Concepts of Management and Leadership Sciences

Mariam Saif Al Shaer from the Municipality and Planning Department affirmed that the UAE began to focus on developing its human cadres early on, and thus succeeded in achieving its comprehensive renaissance that amazed the world.

She stated that the credit for this goes to God and then to the conviction of the state's founder and builder of its renaissance, Sheikh Zayed bin Sultan Al Nahyan - may God rest his soul - that national talents are capable of bearing their responsibilities and achieving miracles.

She added that the wise leadership of the country followed the same approach and was keen on developing all national cadres in various emirates of the country through various training programs, foremost among them being leadership preparation programs, which greatly reflected on enhancing performance within all state institutions.

She pointed out that the Ajman Leadership Preparation Program has become a fundamental pillar in understanding reality and bringing about a radical change in the concepts of management and leadership sciences, in addition to its role in graduating generations of development makers.

She confirmed her belief that leadership preparation programs are the primary channel that would develop the capabilities of government administrations and help future leaders master strategic planning and work according to advanced executive concepts.

First Lieutenant / Ahmed Mohammed Al Kaabi

Ajman Police General Headquarters

Human Development is Ajman's National Investment

First Lieutenant Ahmed Mohammed Al Kaabi from the Ajman Police General Headquarters explained that human development has become one of the most important national investments for the Emirate of Ajman in its strategic vision 2021, which is based on a knowledge economy and support for strategic work.

He continued: Feeling the desire to bear responsibility, I had to arm myself with more leadership knowledge that would contribute to preparing me for the next stage, which requires special skills away from traditionalism. Therefore, I was very encouraged to participate in the Ajman Leadership Preparation Program.

He confirmed that the program, in both its practical and theoretical parts, is a real gateway to entering the future through the door of science and effective plans that transfer modern thought to reality within all government institutions and departments in Ajman.

He explained that he will not be satisfied with just his participation in the program but will be keen to enhance his abilities through continuous training until he can master all the administrative and professional arts that will make him a successful leader in the future, able to participate

effectively in the development plans witnessed by the country in general and the Emirate of Ajman in particular.

First Lieutenant / Saud Abdulaziz Al Hosani

Ajman Police General Headquarters

Meeting the Aspirations of the Political Leadership

First Lieutenant Saud Abdulaziz Al Hosani from the Ajman Police General Headquarters revealed the role of the Ajman Leadership Preparation Program in developing knowledge and enhancing the skills of all its participants, which in turn reflects on achieving Ajman Vision 2021.

He confirmed that he looks forward to developing his professional abilities through continuous training with the aim of achieving his career aspirations. Therefore, he was keen to join the program, which enabled him to gain more experience, learn about others' experiences, and greatly helped in honing his skills.

He stated that the idea of the leadership preparation program meets the aspirations of the political leadership in focusing on human capital by empowering national talents with the mechanisms of administrative work and the arts of leadership, stressing that leadership preparation programs contribute significantly to developing the competitive capabilities of the Emirate of Ajman in line with global developments.

He pointed out that the next stage requires intensifying focus on national cadres in light of the decline of traditional jobs after the digital revolution that has come to dominate the world.

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