

**UNIQUE CAREER DEVELOPMENT PROGRAMME FOR DUBAI AIR
NAVIGATION SERVICES
(dans) EMPLOYEES CELEBRATES THE GRADUATION OF ITS FIRST BATCH**

Dubai, 1 October 2014: A comprehensive one year career development programme designed by Dubai Air Navigation Services (dans), celebrated the graduation of its first batch of employees.

While the aviation sector in the UAE is experiencing exceptional changes, being successful in maintaining and enhancing this momentum requires continuous growth and development in all elements within it. People development is one of the top priorities in the field, as organisations understand the value of this asset, and see the need to place large emphasis on enhancing the knowledge and skills of the employees. As the Emirate of Dubai is taking global lead by setting example through its drivers of growth, there is a national demand for excellence.

This highly intricate field requires its employees to be continuously aware, developed and leading international standards at large. The Development Programme in dans was established in October 2013, as a result of the drive within the organisation to enrich the caliber of its employees to meet with the excellence standards outlined by Dubai Government. The program was also established with the objective to enhance the professional skills of the employees, and develop the next line of managers in dans.

The ceremony was inaugurated by Senior Vice President, Ibrahim Ahli, who highlighted in his opening speech the importance of investing in the leaders of tomorrow to be able to drive future growth in the industry. Ahli also mentioned that the Aviation field has been able to achieve exceptional milestones to date, as a result of the efforts of its people, but to maintain this momentum moving forward, it is essential to provide the employees with the necessary platform to further enhance their knowledge and skills.

The Development Programme consist of four divisions inspired by the four elements of life – Air, Sun, Water, and Earth – that cater to the different levels of employees in the organisation. The Air component is aimed at developing staff for leadership roles in the organisation, while “Sun” focuses on developing the next line of managers and team leaders. The “Water” component is designed for those who opt to take up specialist and supervisory roles in the future. The Earth component caters to newly-joined employees.

Mentoring, Shadowing, Corporate Social Responsibility (CSR) and Networking forms the fixed components of the Development Programme, while specialised technical and non-Technical elements varies from individual to individual based on their requirements and recommendations of their supervisors.

On behalf of H.E Mohammed Abdulla Ahli, Senior Vice President Ibrahim Ahli awarded graduation to the employees who successfully completed the program.

H.E. Mohammed Ahli President of Dubai Civil Aviation Authority (DCAA) and CEO of Dubai Air Navigation Services (DANS), said in comment on the event: “DANS is committed to providing the best career development opportunities for its employees as part of its strategies to enhance their knowledge, and expertise in order to serve the aviation industry efficiently and professionally. The Development Programme sits at the very heart of this strategy and will go a long way in meeting our future needs of qualified and experienced professionals to manage the rising air traffic growth in Dubai.”

The organisation has plans to engage 70 per cent of its Emirati employees in the Development Programme over the next five years. And employees who are associated with the program are required to undergo a stringent assessment process, which examines both their professional and their interpersonal performance. Senior management team members are chosen as role models to guide and follow up the training progress of each employee.

In Summary, the Programme is unique and bespoke to dans as it covers all the levels of management, and offers a tailored curriculum that addresses the professional training needs of the employees and the specializations that will produce the essential skilled taskforce that benefit the aviation industry stakeholders in long term.

Notes to editors:

- Graduation ceremony for the first batch of one-year Development Programme
- Initiative helps in staff succession planning in dans
- dans has plans to cover 70 per cent of its Emirati employees under the Programme over the next five years