



Step up

Step beyond.

**S.T.E.P. – Sustainable Talent Exchange Programme**



[www.pwc.com/me](http://www.pwc.com/me)



# The

# Beginning

Our new strategy, The New Equation, is based around our belief that almost every issue organisations face can be framed around two simple and intertwined requirements - the need to build trust and deliver sustainable outcomes. As part of our new strategy, we have made a long-term commitment to developing national talent and knowledge across the GCC. As a first step, we launched the Public Exchange Programme (PEP) in September 2020 in partnership with the Abu Dhabi School of Government (ADSG).

## The journey so far

### 01

Twelve outstanding Emirati employees drawn from a variety of government organisations in Abu Dhabi were seconded to PwC.

### 02

The participants had varying levels of experience (two to eight years) and had demonstrated exceptional leadership skills in their work.

The participants completed four weeks' initial training in core consulting skills at PwC's Academy. They were then deployed on PwC consulting projects to gain practical experience and put their new skills to the test.

### 03

## The next STEP

The Sustainable Talent Exchange Programme (STEP) is a six-month secondment programme offered to public and private sector employees across the GCC. Through the programme, mid-level employees with at least three years work experience will be seconded to our consulting projects. STEP therefore presents a unique opportunity to access world-class knowledge and expertise in a dynamic and focused environment.

# Why

# STEP

## Programme Overview and Value Proposition



+ Expert training at PwC's Academy

+ Development of digital skills

+ Consulting skills

+ Cognitive skills

+ Behavioural skills

+ Networking opportunities

Those selected to join the STEP programme receive valuable training from experts at PwC's Academy, plus develop their digital skills by joining our Data Booster programme, aimed at developing data analytics capabilities, tool applications, with a purpose of increasing effectiveness while working with data and unlocking extra value for clients. During their training and secondments on Middle East projects, participants benefit from unique networking opportunities and develop important cognitive and behavioural skills. They also gain practical skills and knowledge in areas such as:



Financial Services



Urban Planning



Social



Logistics



Defence



Technology



Public sector



Energy



Agriculture



Education

As well as the participants gaining new skills, contacts and confidence, employers also benefit in many ways. Some of the advantages include:

- Increased agility and adaptability of key staff
- Valuable experience gained from working across multiple sectors
- A global approach to problem-solving
- Developing the next generation of internal leaders

## Programme Structure | What does the STEP programme entail?

Over the course of six months, participants complete a combination of in-class and virtual training, collaborative capstone projects, and consulting and internal transformation engagements. A total of 40 participants are enrolled in the bi-annual programme, with 20 participants in each intake. This is how it works.

### Week 1 Onboarding

Participants follow an onboarding agenda created by our Human Capital and STEP teams. Participants also benefit from invaluable interaction with our leadership team, as well as with their own dedicated buddies, mentors and coaches.

### Week 2 to 6 Training

Participants undergo rigorous training at PwC's Academy as part of a curriculum tailored for STEP. They complete virtual training modules curated on our Vantage platform, our very own dedicated online training platform, will deepen their learning and gain industry knowledge. Capstone projects are designed to prepare participants for deployment with clients through hands-on experience.

### Week 6 to 24 Project Deployment

During this stage, participants work on their assigned consulting and internal transformation engagements as full-time, core members of the team. These projects are particularly valuable in helping them develop both industry knowledge and practical consulting skills.

### Week 24 Graduation

As the programme draws to a close, the participants undergo a PwC performance appraisal. The concluding stage involves presenting final learning and development outcomes to a panel of representatives drawn from the client and PwC.

# Testimonials

## What they've learnt

**I've gained great professional experience working with clients from both private and public sectors.**

Fatima Al Amri, Abu Dhabi Social Support Authority



**I've been able to make meaningful connections.**

Ali Alkatheeri, Abu Dhabi Agricultural and Food Safety Authority



**It was a learning experience to work with colleagues from diverse cultures and backgrounds.**

Sarah Al Saleem, Abu Dhabi Agricultural and Food Safety Authority



**The programme taught me how to work outside my comfort zone.**

Zaid Alobeidli, Abu Dhabi Department of Energy



**I've been able to bring back what I've learned and implement a positive change.**

Mariam Alketbi, Family Development Foundation



## The Next STEP

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