

KFAS HI-PO LEADERSHIP PROGRAM

EDITION **2025**

LOCATION **KUWAIT - MILANO**



HARNESSING THE POTENTIAL OF KUWAIT'S RISING LEADERS, CREATING VALUE TODAY AND TOMORROW

The vitality of every organization is dependent on the strength of its future leaders. By identifying high potential (Hi Po) leadership candidates early in their career and supporting their development, organizations drive significant returns on their human capital investments.

Unlocking the potential in these candidates maximizes an organization's ability to embed strategic initiatives, grow market competitiveness, and drive overall business growth.

Unleashing the power of its high potentials is integral to the continued growth and sustainability of Kuwait's business leadership journey.

EXCELLENCE IN LEADERSHIP EDUCATION

For this 2025 Hi-Po Leadership Program, Kuwait Foundation for the Advancement of Sciences (KFAS) has partnered with SDA Bocconi School of Management to design an engaging, socially immersive learning environment. Recognized by the Financial Times as the #6 provider of custom, bespoke executive education, SDA Bocconi School of Management is one of the premier global providers of leadership offerings. SDA Bocconi School of Management combines the principles of leadership with academic research and insights to accelerate business transformation.



APPLICATION AND SELECTION PROCESS

The Hi-Po program is for the best and brightest - and so our selection process is rigorous and comprehensive. From a pool of talented applicants, thirty individuals will be chosen to participate in this transformative journey.

APPLICANTS MUST FIT THE FOLLOWING CRITERIA

- **Nationality:** Kuwaiti Nationals
- **Education:** University level degree
- **Experience:**
 - Individuals who are high performers in their early management career (minimum 1 year managerial experience)
 - Preference for individuals responsible for managing a team
 - Promising leader and high performers within their companies
 - Company should be in business for a minimum of five years
 - Submit organization chart or description of their position in relation to the CEO
- **English Proficiency**
- Companies to provide letter of nomination with reasoning of confirmation of being a high potential
- Submit video requirement as per application
- **Passport Requirement:** Valid Kuwaiti passport (expiry date is more than 6 months prior to Nov 1, 2025)
- **Visa Requirement:** Prior to arriving in Italy, a Schengen visa is required

For inquiries email: training@kfas.org.kw

Phone: +965 22278100 ext 1883/1828

HOW TO NOMINATE A CANDIDATE

To nominate a High Potential candidate to take part in this program, please complete the application form online:

<https://kfas.formstack.com/forms/hipo2025>



HIPO 2025 application link

JOIN US FOR YOUR UNIQUE PATH TO EXCELLENCE

1

THINKING LIKE A (BUSINESS) LEADER

Kuwait • September 14-18

Who am I, and where am I? Effective leaders must be self-aware, embrace a growth mindset that fosters agile thinking, and connect with people through authenticity and empathy. They also need to read the business and its context, develop strategic thinking and business acumen, and speak the language of numbers.

2

COLLABORATING ACROSS THE ORGANIZATION

Kuwait • October 26-30

How do I make things happen? As a leader, driving collaboration across different functions within the organization is key to fostering positive change. This requires anticipating challenges, identifying opportunities, managing stakeholders and teams, communicating powerfully, and delivering innovative solutions.

3

INSPIRING & LEADING OTHERS

Milan, Italy • November 24-28

What is my leadership impact? Inspiring and leading others means building trust and creating a psychologically safe work environment. It involves influencing and negotiating for greater win-win solutions. Moreover, a great leader connects with people, activates coaching skills, and keeps teams engaged and empowered through change.

PROGRAM JOURNEY

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- 1** APPLICATION DEADLINE
JULY 2025
 - 2** PARTICIPANT SELECTION ANNOUNCEMENT
JULY 2025
 - 3** KFAS ORIENTATION (IN-PERSON)
AUGUST 2025
 - 4** PREWORK (HOGAN ASSESSMENT, 180 FEEDBACK ASSESSMENT, KNOWLEDGE CHECK)
AUGUST 2025
 - 5** SDA BOCCONI ONBOARDING (ONLINE – DURATION 2 HOURS)
SEPTEMBER 2025
 - 6** INDIVIDUAL COACHING
SEPTEMBER 2025 – MAY 2026
 - 7** MODULE 1 IN KUWAIT SEPTEMBER 2025
MODULE 2 IN KUWAIT OCTOBER 2025
MODULE 3 IN ITALY NOVEMBER 2025
 - 8** FINAL PROGRESS CHECK IN
MAY 2026
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HOW WE SHAPE HIGH POTENTIAL LEADERS

HIGHLY EXPERIENTIAL AND COLLABORATIVE LEARNING We integrate theory and practice, immersing participants in real-world scenarios through business cases, role plays, simulations, lectures, company visits, and guest speakers.

SELF-AWARENESS AS A LEADER Assessments play a crucial role in knowing yourself as a leader. We use the Hogan Assessment to explore bright sides, motives and derailers, as well as a 180° Feedback Assessment to get input from your colleagues.

INDIVIDUAL COACHING AND DEVELOPMENT PLAN Through coaching, you will explore your strengths, set goals, create action plans, reflect on progress, and drive growth.

ONGOING SUPPORT AND EVALUATION Participants will receive ongoing support post-program to ensure the continuous evolution of their Individual Development Plan.

CUTTING-EDGE LEARNING PLATFORM Engage with educators, coaches, and peers through our state-of-the-art online learning platform.

WORLD CLASS FACULTY

SDA Bocconi's faculty is a vibrant, dynamic, and globally diverse team, bringing together a wealth of experiences and expertise from every corner of the world.

SCIENTIFIC PROGRAM DIRECTOR

BEATRICE MANZONI

Associate Professor of Practice of Leadership & HR at SDA Bocconi School of Management, where she serves as Director of Executive Programs in the field of HR and People Management.

Her teaching and research activities focus on topics such as creativity and innovation in teams, people management, coaching, and performance management. She brings nearly 20 years of experience in designing onsite, online, and blended programs at the graduate, post-experience, and executive levels for international audiences.

Her work has been published in international journals, and she has also authored teaching cases distributed internationally by The Case Centre. Beatrice studied in Italy, the UK, and the US. She is a PCC coach certified by ICF. In 2018, she received the Teaching Innovation Award at Bocconi University.





**SDA Bocconi
Campus**



**Milano
Duomo Cathedral**



**Milano
Navigli**

KUWAIT FOUNDATION FOR THE ADVANCEMENT OF SCIENCES (KFAS)

The Kuwait Foundation for the Advancement of Sciences (KFAS) continues on its 45-year journey to harness science, technology and innovation in Kuwait, as well as to promote modernization, a better quality of life and a sustainable future for the Kuwaiti people. In line with the long-term vision of the late Amir Sheikh Jaber Al-Ahmad Al-Jaber AlSabah and supported by leaders in the private sector, an Amiri Decree was issued in 1976 for the establishment of the Foundation, with a focus on advancing and integrating science, technology and innovation throughout the country.

SDA BOCCONI SCHOOL OF MANAGEMENT

For more than 50 years, SDA Bocconi has been committed to fueling educational experiences with passion for knowledge and concrete know-how, creativity and scientific rigor, cultural and international diversity. Ranked among the top institutions in the world, we support the continuous growth, improvement and transformation of people, companies, and organizations. We have designed our offering to meet the changing needs of the modern world, becoming a global leader in education. We are an international school based in Milan with the biggest urban campus in Europe, a new headquarter in Rome and a pan-Asian hub in Mumbai. SDA Bocconi School of Management anticipates the future and embraces courage, imagination, and a strong sense of purpose. We are determined to play a leading role in the global market of higher education while remaining true to our Italian identity and openness to the world.



CONTACT INFORMATION

If you have any questions,
please contact KFAS:

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