

## **ProGroup Sponsors Int@j Human Resources Workshop**

Int@j Human Resources Development Committee (HRDC) held a half day workshop on May 31, 2006 at Grand Hyatt Amman to announce the Human Resources Business Procedures handbook.

The hand book provides guidelines (template) for firms to assess themselves in designing their customized HR systems. The workshop also covers other HR issues like the gap analysis conducted by Int@j which attempts to come up with a competence profile for the Jordanian IT sector that defines the current gaps.

The workshop that was attended by more than 65 HR and ICT specialist, discussed HR issues in Jordan such as the gap between the academia and the job market, brain drain, gender and workforce, and training.

ProGroup Consulting sponsors the above mentioned workshop, and our HR expert, Dr. Fayez Yasin, gave an extensive presentation on HR policies and procedures. He discussed the role of the handbook as being a "roadmap" and "check list" for ICT companies to customize their HR polices and procedures, which are the management tools to obtain HR objectives. He pointed out some factors influencing HR polices including Labor Law, and economic and social factors (e.g. insurance and spending habits)



## **Family run businesses form an integral part of the Jordanian economy**

ProGroup Consulting and Legal Alliances held a session with Dr. James Lea on June 3<sup>rd</sup> 2006, at Petra Travel and Tourism Co. in Shmeisani in which Mr. Wael Kawar has kindly offered as a venue for this stimulating meeting, to discuss the needs and strategic objectives of family owned businesses.

Dr. Lea brings over forty years of experience in family owned business, and has numerous publications with regards to the topic.

Family run businesses form an integral part of the Jordanian economy, and are a priceless source of economic stability in the country. These trusted names encourage stakeholders and allow for the long term durability of these companies. A number of family owned business had attend the meeting, and they were pleased from the discussion which highlight on the Jordanian families and their effect on the economy.

"To ensure the strong continuation and success of these companies, and to realize their potential for national economic leadership a family that owns or controls a company or multiple enterprises must develop a clear vision for its future and a firm plan for managing that future successfully and with confidence." – Dr. James Lea.



### **ProGroup Participation in one of Arab Organization for Certified Public Accountants professional trainings**

Enriching our consultants' skills, professionalism and expertise dedicated to meeting our clients' professional expectations, and participating in one of the professional training courses held in the Middle East that gathered auditors and financial consultants from all over the Middle East and North Africa, were the main objectives of attending one of our consultants 'Mais Sider' during June a training course titled 'techniques of business valuation' organized in Sharm Al-Sheik by the Arab Organization for Certified Public Auditors. Mrs. Mais had the opportunity to meet many Arab evaluators and appraisers which gave the opportunity to share knowledge and experience and discuss different cases of business valuations.

