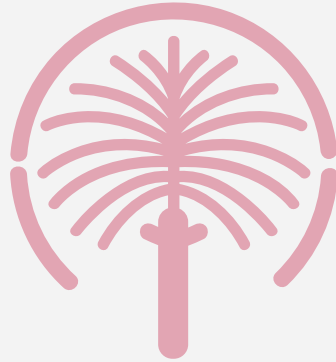


Building Sustainable Emiratisation

From numerical targets to national capability and long-term impact

Supporting organisations in aligning Emiratisation with the UAE's long-term vision for national talent development.





Achieving sustainable Emiratisation outcomes requires more than meeting numerical targets; it requires alignment with the UAE Government's long-term vision for national talent development. Current national priorities emphasise equipping UAE Nationals with future-ready skills, strengthening their presence in the private sector, and ensuring meaningful career progression across critical industries. As policies, incentives, and compliance mechanisms continue to evolve, organisations are expected not only to attract Emirati talent but to provide structured pathways that enable contribution, capability building, and long-term success.

At MCA Management Consultants, we support clients in strengthening their Emiratisation agenda through an integrated suite of strategic interventions



1

Talent Identification & Role Alignment

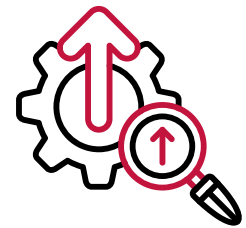
We Assist In



Identifying and
assessing high-potential
UAE Nationals



Ensuring alignment
between candidate
capabilities and critical
business requirements



Enhancing long-term
effectiveness.

2

Purposeful Onboarding & Organisational Integration

Enable smooth, confident, and productive transition of Emirati professionals into the organisation.



Structured onboarding aligned to role and business objectives



Clear expectations, responsibilities, and performance metrics from Day One



Early support mechanisms (mentors, coaches, buddy systems)



Guided integration into teams, culture, and operating models



Targeted learning and development pathways for accelerated readiness.



Faster assimilation | Higher engagement | Stronger retention | Sustainable Emiratisation

3

Competency Building & Capability Enhancement



Through bespoke learning journeys, we help organisations cultivate the **technical, digital, and behavioural** competencies required for Emirati talent to perform and progress with confidence.

4

Career Progression & Leadership Pathways



- **Collaborative design** with senior leaders and stakeholders
- Structured **succession planning** for critical and leadership roles
- Formal **mentorship programmes** to guide and accelerate talent development
- Clear advancement and **career progression frameworks**
- Leadership capability building aligned to **future organisational needs**
- Creation of a strong, **sustainable pipeline** of future Emirati leaders.

5

Engagement, Performance, & Retention



Our advisory solutions support the creation of environments where UAE Nationals can excel, through robust **performance systems**, **continuous feedback**, **tailored development plans**, and **retention strategies** grounded in employee value proposition best practices.



Emiratisation is a national priority, but its success within organisations relies on a strategic, long-term commitment to talent effectiveness. Our goal is to help clients translate policy requirements into sustainable capability, measurable performance outcomes, and enduring institutional value.



WE WELCOME CONVERSATIONS WITH ORGANISATIONS SEEKING TO ELEVATE THEIR EMIRATISATION STRATEGY IN 2026 AND BEYOND.

At MCA, our goal is to help organisations translate Emiratisation requirements into lasting capability and value.



FOR A WORKING SESSION
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