

Talal Harbi Alhuraybi - Recommendation Letter
24-12-2022

Talal was a subordinate and team member in my department for over 18 months. He is recognized as one of the young talents in his organization and Saudi Aramco. He was put in charge at a young age on various leading roles overseeing corporate business plan & performance management system readiness activities as well as financial reporting with excellent visibility and exposure to several levels of management. Talal gained a reputation in the Business Intelligence Solutions Department as a quick learner & go-to person. He is very competent and gains your trust and respect to his delivery (style and approach) very quickly. As a result, he was on demand to move and rotate across the organization due to his high impact as well as to accelerate his career progression within the company. Talal then moved to the Digital Finance Office – a flagship program to transform the finance organization thru Digitalization. He quickly adapted to his new role as a PMO SME and presented several times a view on the future of finance with respect to Digitalization. He demonstrated outstanding competencies mastering his PMO role with great oversight across various workstreams – ensuring management are up to date on key milestones and progress thus far. Additionally, he was creative and proactive in his approach – designing new processes for PMO reporting and was key in developing the 1st published Digital Finance Booklet to Corporate Management. Additionally, he led (for the 1st time) the overall procurement activities of a multi-million dollars program and successfully managed the procurement process end-to-end. Talal showed outstanding self-development and was keen to deepen his knowledge in a field that he knew that has a long-lasting future by getting certified in Business Analytics.

Talal demonstrated outstanding leadership attributes in a young career age. He is goal oriented and has an excellent drive for results. Upon his role appointment, he streamlined several processes and used his own personal experience to proactively adjust and promote for innovative ideas / new approaches to handle activities or processes better. That resulted in tremendous time saving and efficiency gains for the team and the overall Digital PMO calendar. He demonstrated outstanding relationship management. He built the right synergies and necessary relationships. He is well respected and highly regarded by the team, his management as well as his counterparts. In fact, he has and always been approachable and willing to support and offer support (above and beyond his current role). He sets the tone right ensuring he listens and reflect on discussions before speaking. He displays confidence in his approach to discussions by supporting his position with facts and reflections. That strengthened his engagements and instilling accountability as well as ownership and trust with others.

Talal continuously keeps himself abreast with emerging technologies (such as RPA, Analytics) and management learnings based on self-development and his attendance to variety of workshops and internal development programs. He keeps himself connected with his mentor and in fact has leveraged his mentor relationship to further develop himself personally and professionally. He is a quick learner, and he applies the same with his team members.

Talal is very approachable and humble. He enjoys open discussions and makes excellent relationships inside and outside work. He engages with his team on a personal level and takes off work breaks and does outstanding team building activities. He is known for his personal touch and that led him to volunteer in taking a leading role in developing an employee engagement program which was very commanded on by everyone in the department and across Finance. This had a very high impact.

Overall, amongst his peer group, I would rank Talal in the top 10% of employees with similar job experience, role, and education. He is a top young talent and leader in the making.

I wish him the best in his future endeavors.



Khalid A. Al Ahmadi

Head of Group Treasurer's Office
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