ثروة

THARWAH

The National Partner For Building, Enabling, and Localizing Human Capabilities.

Capabilities That Build the Nation

WWW.THARWAH.NET



Our Vision

Empowered People, Effective Organizations, Thriving Communities, Powered by National Capabilities

Our Purpose

Building, Enabling, and Localizing Human Capabilities.

Our Values

- Integrity
- Innovation
- Excellence
- Partnership
- Empowerment

Who We Are

Tharwah Group | Tadawul: 9606

The First Listed Saudi Company Specializing in Human Capability Development

Since 2012, we have worked across three levels at once: the individual, the organization, and communities. We do this through an integrated ecosystem of Saudi-built services, products, and digital platforms. Our ambition is to become the national partner for building, empowering, and localizing human capabilities.

Over the past 14 years

Tharwah Group has delivered high-impact projects for:

More than 400 government entities

in addition to a broad portfolio of private-sector clients

reflecting deep market expertise, a strong understanding of the Saudi landscape, and a proven record of successful partnerships.



Tharwah Group

An End-to-End Ecosystem Focused on
Building Human and Organizational Capabilities
From Assessment and Diagnosis to Implementation and Sustainable and Scalable Impact

Assessment & Advisory

Organizational Assessment & Research



OHBI Lab
Healthy place to work

Talant Assessment



nova. ASSESSMENTS

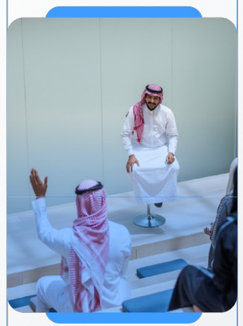
Management Consulting



THARWAH CONSULTING

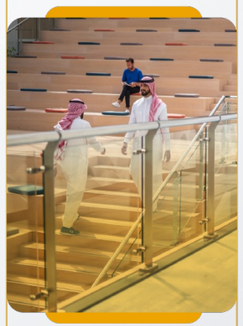
Development & Enablement

Individual & Organizational Development



THARWAH ACADEMY

Human Enablement & Recuritment



THARWAH HR SERVICES

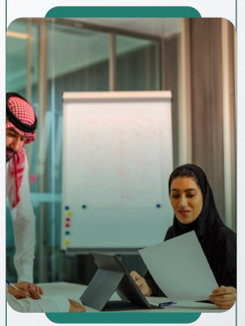
Inspiring Events & Experiences



أمجاد وطن AMJAD WATAN

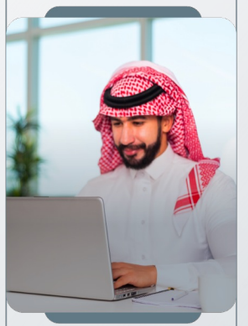
Digital Solutions & Innovation

AI-Powered Digital Employees



Taqm

Digital Product Development



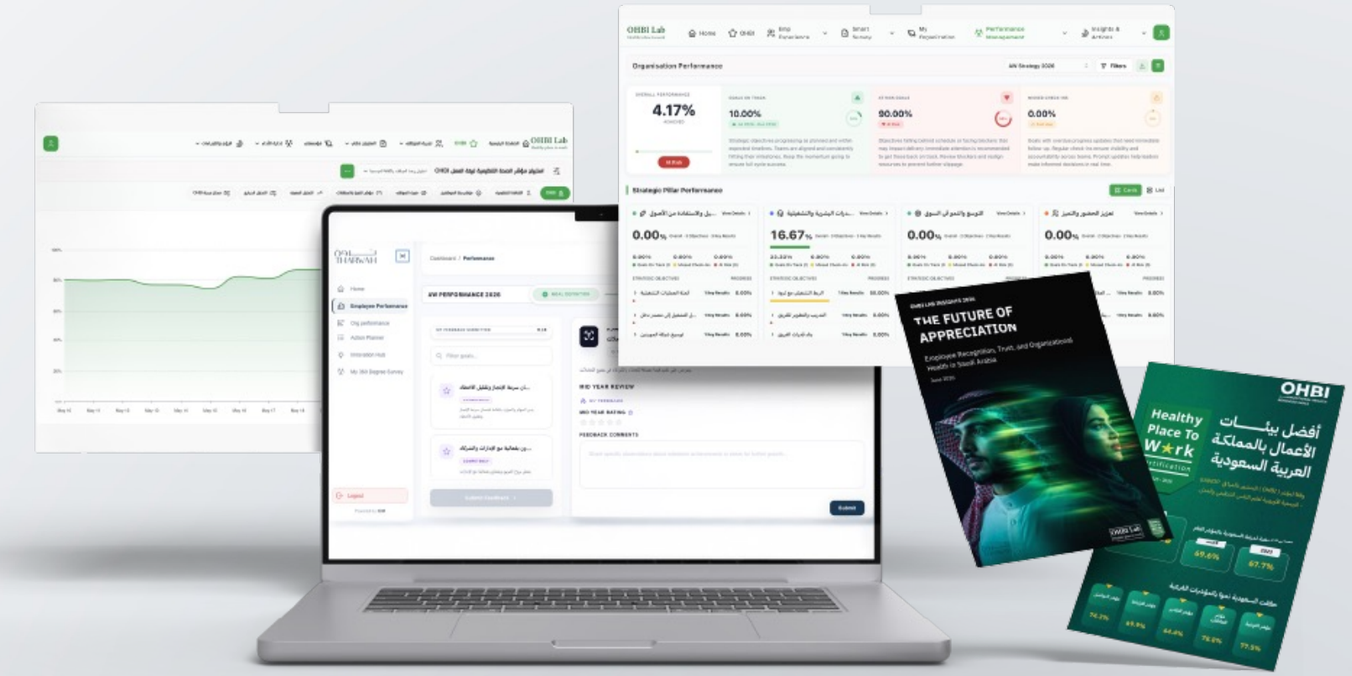
THARWAH TECHNOLOGIES

Organization Health Behavioral Index (OHBI) Platform

OHBI Lab
Healthy place to work

A digital platform owned by Tharwah Group for measuring organizational health, institutional performance, and individual performance.

- OHBI Index
- Initiative Impact Measurement
- Change Management Tracking
- Strategic Organizational Performance Management
- Employee Performance Management
- Customer Experience Measurement



An AI-powered platform for designing assessments, analyzing results, and delivering actionable insights and recommendations.

The Group Research Center

OHBI Lab
Healthy place to work

Beyond its commercial services and products, Tharwah Group contributes to research, innovation, and knowledge development through its research arm, OHBI Lab, which studies organizational developments in the Saudi market and publishes insights locally and internationally.

Research & Academic Partners

The British Psychological Society
جمعية علم النفس البريطانية
The British Psychological Society (BPS) is the representative body for psychologists and psychology in the United Kingdom. Founded in 1901, it is a registered charity that acts as the professional association and learned society for the discipline

جامعة الأميرة نورة بنت عبدالرحمن
Princess Nourah bint Abdulrahman University.
جامعة الأميرة نورة
Princess Nourah Bint Abdulrahman University, formerly Riyadh University for Women, is a public women's university in Riyadh, Saudi Arabia. It is the largest women's university in the world.

EAWOP
European Association of Work and Organizational Psychology
الجمعية الأوروبية لعلم نفس الشركات
The European Association of Work and Organizational Psychology is the primary professional organization for industrial and organizational psychologists in Europe.

Harvard Business Review
هارفارد بزنس ريفيو العربية
مجلة هارفارد بزنس ريفيو
Harvard Business Review is a general management magazine published by Harvard Business Publishing, a not-for-profit, independent corporation that is an affiliate of Harvard Business School.

Flagship Research Publications

Saudi Workplace Organizational Health Report
A research-based assessment of organizational health across workplaces in Saudi Arabia.





Nova White Paper
The Scientific Foundation and Development Methodology Behind Nova



Saudi Employee Appreciation Report
Research exploring workplace appreciation and employee experience across Saudi business environments.

Nova Assessment Platform

An assessment platform within Tharwah Group that delivers globally recognized psychometric and technical assessment solutions, accredited by the British Psychological Society (BPS).



- Psychometric Assessments
- Ability & Language Tests
- Competency-Based Interviews
- Assessment Centers
- Pre-Employment Assessments
- Professional Capability Assessments



nova. ASSESSMENTS

The Innovative Psychometric Assessment Tool

Nova is a psychometric assessment platform that provides accurate and timely insights into personality, motivation, cognitive abilities, emotional intelligence, and professional competencies. Designed in line with international standards and tailored to the cultural context of Saudi Arabia and the GCC, Nova delivers a seamless and efficient assessment experience.

- Arabic Language Support
- Focus on Future Skills
- Integrated Interactive Design
- AI-Resilient Assessments
- Comprehensive 360° Assessments

The British Psychological Society

A leadership assessment framework aligned with the priorities of Saudi Vision 2030.

The first psychometric assessment solution built on a local Saudi benchmarking database.

A Saudi-developed framework accredited by the British Psychological Society (BPS) and the International Test Commission (ITC).

Management Consulting Solutions

THARWAH CONSULTING

A Tharwah Group company specializing in management consulting, organizational transformation, and AI adoption services.



- Human Capital Consulting
- Quality & Organizational Excellence
- Talent Management
- Organizational Transformation & Culture
- Organizational & Individual Performance Management
- AI Adoption Consulting

100,000+
Consulting Hours

350+
Completed Projects

المركز الوطني للتعليم الإلكتروني
National eLearning Center

الموارد البشرية والتنمية الاجتماعية

كدانة KIDANA

GO Telecom

MAWANI موانئ
SAUDI PORTS AUTHORITY
الهيئة العامة للموانئ

وزارة الاتصالات وتقنية المعلومات
MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY

وزارة الرياضة
Ministry of Sport

الهيئة العامة للأمن الغذائي
General Food Security Authority (GFSA)

THARWAH ACADEMY

Tharwah Academy specializes in training and professional development. We design learning solutions tailored to individuals and organizations, equipping learners with the skills to keep pace with a changing labor market and lead the future with confidence.

المؤسسة العامة للتدريب التقني والمهني
Technical and Vocational Training Corporation
Accredited Higher Training Institute



الهيئة السعودية للمياه
Saudi Water Authority

وزارة التعليم
Ministry of Education

وزارة الثقافة
Ministry of Culture

وزارة الطاقة
MINISTRY OF ENERGY

وزارة المالية
Ministry of Finance

mgi
MIDGULF Fertilizers Limited

شركة المياه الوطنية
National Water Company

3,000+
Leaders

400+
Clients

14+
Years' Experience

30,000+
Trainees

98%
Client Satisfaction

2,000+
Coaching Hours

Tharwah Academy Solutions

One integrated ecosystem of services and products empowering individuals and organizations

For Organizations

Training & Development Consulting
Needs diagnosis, impact measurement, and L&D strategy design.

Leadership Development Pathways
Integrated programs that develop leaders at every level.

Talent Development Pathways
Specialized pathways for developing high-potential leaders and talent.

Training Ecosystem Digitization
Digitizing training to boost efficiency and speed.

Learning Experience Design
Learning experiences built to top instructional design standards.

Digital Learning Content Development
100,000+ programs from leading global providers, plus digital learning technology and e-learning platform operation.

Talent Assessment Solutions
Assessing talent capabilities to inform development decisions.

Coaching & Mentoring
Coaching that empowers leaders and drives sustainable performance.

Corporate Academies: Build & Operate
Designing and operating fully integrated corporate academies.

For Individuals

Training Programs
Skill-building programs and courses for every career level, supporting continuous professional development across multiple sectors.

Diplomas
- Employment-Linked Diploma
- Cybersecurity Diploma
- Human Resource Management Diploma
- Artificial Intelligence (AI) Diploma
- Accounting Diploma
- Occupational Health & Safety Diploma

Professional Certifications
International credentials that equip professionals with the tools and qualifications to accelerate their careers.

Knowledge Areas

- Human Resources
- Leadership & Management
- Project Management
- Technology & AI
- Finance
- 24+ More Areas

Tharwah HR Services

Tharwah Group's specialized arm for talent acquisition, HR operations, and outsourcing, combining global standards with deep Saudi market expertise. Licensed by the Ministry of Human Resources and Social Development.

وزارة الموارد البشرية والتنمية الاجتماعية
An Accredited Establishment from the Ministry of Human Resources in Employment and Labor

The Integrated Journey: From Discovering Potential to Employment

Nova
Step 1 · Assessment Platform

Assessment & Job-Fit Analysis

Assessing personality and abilities to pinpoint strengths, development needs, and job fit.

Talent shortlisted on assessment results and alignment with job competencies and requirements

Tharwaty
Step 2 · Digital Platform

Connecting Talent with Opportunity

Matching candidates with the right opportunities and helping organizations reach talent based on assessment results, qualifications, experience, and job requirements.

Tharwah HR Services
Step 3 · Execution

Recruitment & Outsourcing

Delivering executive search, direct recruitment, and outsourcing services, and managing all procedures within the agreed scope.

Our Services

Executive Search
Attracting leaders aligned with the organization's strategy

HR Operations Outsourcing
Managing onboarding, payroll, and HR operational procedures within the service scope

Direct Recruitment
Sourcing talent to fill roles to each organization's requirements

Temporary Staffing
Providing talent for urgent, seasonal, or project-based and fixed-term needs

Amjad Watan Exhibitions & Events

Amjad Watan is a Saudi company acquired by Tharwah Group in early 2025, serving as the Group's specialized arm for experience creation and event execution through integrated solutions in exhibitions, conferences, and creative marketing.





40,000+
Clients Served

50,000+
Events Delivered with Excellence

245+
Government Entities Partnered With

550+
Work Environments Enhanced & Transformed

Services

- Internal Corporate Event Activation
- Exhibitions & Conferences Management
- Media Coverage Services
- Booth Design & Manufacturing
- Corporate Gifts Design & Manufacturing

A 3,000 m² production facility in Riyadh with large-scale manufacturing capabilities for exhibitions, corporate gifts, and printed materials.

TAQM Platform

Taqm

A Tharwah Group platform for providing AI-powered digital employees.

- Interview Agent
- Knowledge Management Agent
- Classification & Routing Agent
- Customer Service Agent
- Appointment Booking Agent



Tharwah Technologies

THARWAH TECHNOLOGIES

A Tharwah Group company dedicated to developing digital solutions and supporting the adoption of artificial intelligence across organizations.

- Digital Product Analysis & Development
- Development of AI-Powered Digital Platforms
- Integration of AI within organizations



What Sets Us Apart

Integrated Capability Cycle

We focus on building, empowering, and ebabling human capabilities through integrated services.

National Standards

Measurement tools built on national data that set national benchmarks.

Measurable Impact

We define success criteria with each client and measure targets before and after the engagement.

Lasting Capability

We transfer knowledge to client teams so they own it long after the project ends.

Listed-Company Governance

Disclosure, transparency, and governance are core to who we are.

AI Amplifies Human Potential

We design our platforms to empower people, keeping decisions about their future in human hands.

Awards & Recognitions

Gold Tier Ranking ConsultancyME

Tharwah was ranked in the Gold Tier of the best management consulting firms in the Middle East, notably excelling in government sector services.



Top 25% of Recruiter Teams on LinkedIn



Top International Education Partner



Best in Business in Human Capital Advisory , Human Capital Inc. Arabia





Information Security Management System



Quality Management System (Group)



Learning Services Outside Formal Education



Quality Management System (Academy)

Board of Directors



Dr .Saleh Al-Harthy
CEO & Board Member



H.E. Eng .Osama Al-Zamil
Board Member



Mr .Abdullah Al-Zahrani
Managing Director



Mr .Fahad Bin Muammar
Vice Chairman



Mr .Abdullah Al-Dablan
Chairman of the Board

Our Clients

المجلس الصحي السعودي
Saudi Health Council

مكتب الإدارة الاستراتيجيـــة
Strategic Management Office

هيئة الزكاة والضريبة والجمارك
Zakat, Tax and Customs Authority

الموارد البشرية والتنمية الاجتماعية

flynas
طيران ناس

IPA
معهـد الإدارة العـامـة
Institute of Public Administration
1961

وزارة المـاليـة
Ministry of Finance

شركـــة رؤى الحرم المكـــي
RUA ALHARAM ALMAKKI CO.

شراكات
SHARAKAT

شركة المياه الوطنية
National Water Company

GIB
بنـك الخليـج الدولي

IHC
الاستدامـة القابضـة
AL ISTEDAMAH HOLDING

علم
elm

الإلكترونية الحديثة
modern electronics

كليات التميّز
Colleges of Excellence

الشركة السعودية للخدمات المحدودة
SSCL

مركز جونز هوبكنز أرامكو الطبي
Johns Hopkins Aramco Healthcare

رعاية الطبية
CARE MEDICAL

الدوائية
SPIMACO

+300 جهة وعميل

300+ organizations and clients have achieved impact with Tharwah across the public and private sectors

Our Partners

International Academic Collaboration

IMD Real learning Real impact
INSEAD The Business School for the World®
ie UNIVERSITY
UNIVERSITY OF OXFORD
Missouri State
LSE
Harvard Business School
UNIVERSITY OF CAMBRIDGE
London Business School
LPC London Premier Centre UK Training Provider
Wharton University of Pennsylvania

International Partnerships

ACMP Association of Change Management Professionals QUALIFIED EDUCATION PROVIDER™
IN PARTNERSHIP WITH SHRM BETTER WORKPLACES BETTER WORLD™
IOWA
Project Management Institute.
atd
IBDL™
CompTIA
CLOUD CREDENTIAL COUNCIL
Scrum Alliance®



Featured Client Success Stories

Leadership Development & Organizational Capability Building

Highlights of Our Leadership & Organizational Capability Development Projects

وزارة الاقتصاد والتخطيط
MINISTRY OF ECONOMY & PLANNING

Consulting and Training Services Project for the Ministry of Economy and Planning

الموارد البشرية والتنمية الاجتماعية

Developing Performance Management Specialists Across Government Entities

مطارات القابضة

Leadership Development Programs for Matarat Holding Company

2,000+
Coaching Hours

16,500+
People Trained

94+
Training Programs

98%
Trainee Satisfaction

وزارة الدفاع
MINISTRY OF DEFENSE

Advanced Certificate in Human Resource Management (ACHRM) Program for the Ministry of Defense

برنامج التحول الوطني 2030

Training Programs in Project Management and Competency-Based Interviewing

بنك الرياض
Riyad Bank

Professional Development Programs for Riyad Bank Employees

وزارة المالية
Ministry of Finance

Revenue Ambassadors Program for the Ministry of Finance

SPL سبل

Branch Supervisors Development Program for SPL (Saudi Post)

se السعودية للطاقة

Design and Development of Training Programs in Finance and Management

Our Training & Development Partnerships

Google
KAPLAN
Center for Creative Leadership
IN PARTNERSHIP WITH SHRM BETTER WORKPLACES BETTER WORLD
Harvard Business School
London Business School
UNIVERSITY OF OXFORD
MIT MANAGEMENT SLOAN SCHOOL
IESE Business School University of Navarra
ICF International Coaching Federation
UNIVERSITY OF CAMBRIDGE Judge Business School ExecutiveEducation
INSEAD The Business School for the World

المؤسسة العامة للتدريب التقني والمهني
Technical and Vocational Training Corporation

Licensed Higher Training Institute

Competency Assessment with Complete Digital Sovereignty

Highlights of Our Competency Assessment Projects

وزارة البلديات والإسكان
Ministry of Municipalities and Housing

Leadership Selection, Assessment, and Onboarding Evaluation Programs

Assessment and Interview Services for Candidates Applying to Ministry Grade-Six Recruitment Competitions

Digital Government Authority هيئة الحكومة الرقمية

Psychometric Assessment Services for the Digital Government Authority Workforce

10,000+
Psychometric Assessments

128
Organizational Assessment Projects

وزارة الطاقة
MINISTRY OF ENERGY

Behavioral Assessment and Development for the Ministry of Energy Graduate Development Program

الهيئة العامة للغذاء والدواء
Saudi Food & Drug Authority

Leadership Assessment Project for the Saudi Food & Drug Authority (SFDA)

الهيئة الملكية للجبيل وينبع
Royal Commission for Jubail & Yanbu

Executive Employee Assessment and Development Services

nova. ASSESSMENTS

A Leadership Assessment Framework Aligned with Saudi Vision 2030 Priorities.

The First Psychometric Assessment Solution Built on a Local Saudi Benchmarking Database.

The British Psychological Society

A Saudi Framework Accredited by the British Psychological Society (BPS) and the International Test Commission (ITC).

هيئة الزكاة والضريبة والجمارك
Zakat, Tax and Customs Authority

Design and Implementation of an Assessment Center for the Authority of Zakat and Tax

stc

Psychometric Assessment Consulting Services

صدارة Sadara

Employee Assessment Program Supporting Organizational Change Initiatives

Our Partners

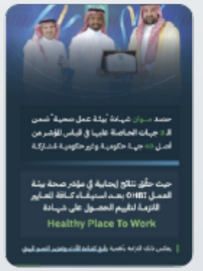
Saville assessment
PSYTECH INTERNATIONAL
HOGAN

Organizational Culture & Culture TransformationPowered by the OHBI Methodology

Highlights of Our Organizational Culture Transformation Projects

- General Authority for Military Industries — Organizational Culture Transformation Project
- Saudi Food & Drug Authority — Organizational Culture Transformation Project
- PRINCIPAL BUYER — Organizational Culture Transformation Project
- RER السجل العقاري — Workplace Environment Enhancement Project
- NEOM نيوم — Workplace Environment Enhancement Project
- أمانة منطقة الرياض RIYADH REGION MUNICIPALITY — Workplace Environment Enhancement Project
- The Royal Institute of Traditional Arts — Organizational Culture Transformation Project
- مدينة الملك عبد الله للطاقة الذرية والمتجددة K•A•CARE — Organizational Culture Transformation Project
- SNB البنك الأهلي السعودي — Organizational Culture Transformation Project
- GO Telecom — Organizational Culture Transformation Project
- GACA General Authority of Civil Aviation — Organizational Culture Transformation Project
- Public Investment Fund — Corporate Values Launch Project













12 Certified Organizations

127+ Participating Organizations

1,854,300+ Employees Engaged

Organizational & Operational Excellence

Highlights of Our Organizational & Operational Excellence Projects

Employee Performance Measurement Program Across Saudi Government Ministries

Implementation of the EFQM Excellence Model Standards

Readiness & Qualification Program for the King Abdulaziz Quality Award

Institutional Transformation Project for the National E-Learning Center

Operating Model Design & Development Project

Governance & Operating Procedures Development Project

Human Resources, Strategy, Quality, and Organizational Excellence Consulting Services

Human Capital Transformation Project for Mawhiba

Performance Management Development Consulting Services

TOP CONSULTING FIRM

Gold Tier Ranking ConsultancyME

Tharwah was ranked in the Gold Tier of the best management consulting firms in the Middle East, notably excelling in government sector services.

477+

Consulting Projects

Our Global and Local Partnerships

Institutional Exhibitions & Conferences

Highlights of Our Institutional Exhibitions & Conferences Projects

Capital Market Authority Awareness Campaign Project



National Dialogue Award Ceremony



IFAT Global Conference Media Coverage Management



667+
Events & Conferences Delivered

Design, Build & Operation of the Public Investment Fund (PIF) Conference



Launch of Mawani Strategic Programs



Monsha'at Ecosystem Forum



Media Coverage of the Visit of His Royal Highness Prince Mohammed bin Salman to South Korea



4.2M+
Event Visitors

Exhibition Booth Design & Construction Project for the Capital Market Authority



National Housing Company Community Celebration



Gulf Smart Investor Award Ceremony



London Event Coverage in the Presence of the Minister of Sport



12.9M+
Promotional Gifts Produced

Enterprise AI Adoption Consulting

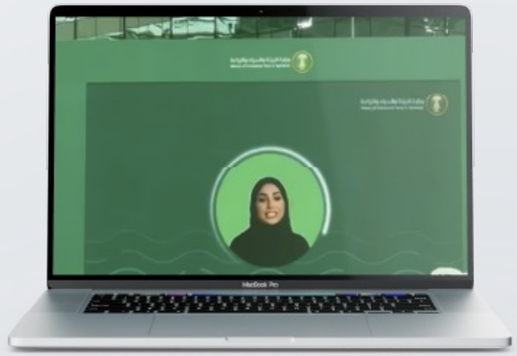
Highlights of Our Enterprise AI Adoption Projects

الموارد البشرية والتنمية الاجتماعية

Real Estate Registry (PIF)
Development of an AI model designed to predict employee attrition and enhance workforce retention strategies.

MWAN مـــوان
المركز الوطني لإدارة النفايات
National Center for Waste Management

National Center for Waste Management
Development of an intelligent knowledge system powered by Retrieval-Augmented Generation (RAG) technologies to support the center's participation in exhibitions and conferences.

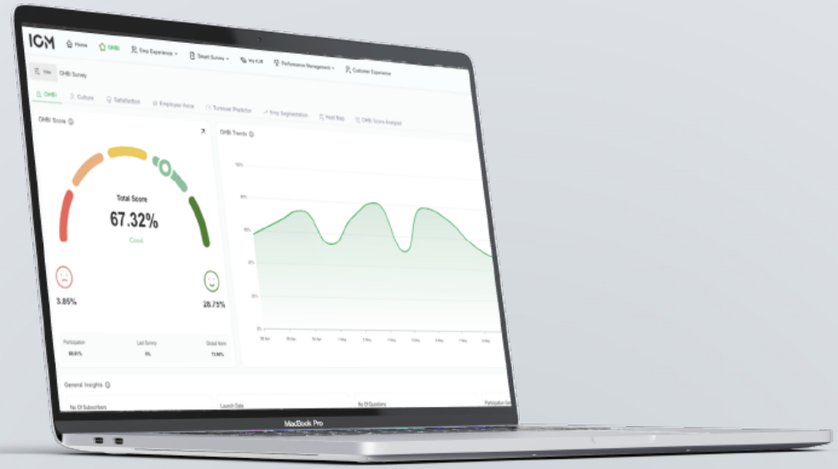


مركز الملك عبد العزيز للخيل العربية الأصيلة
King Abdulaziz Arabian Horse Center

Arabian Horse Knowledge Experience
Development of an interactive AI-powered solution that combines Retrieval-Augmented Generation (RAG) and AI video generation technologies to deliver educational content on Arabian horse breeds through voice, visuals, and text.

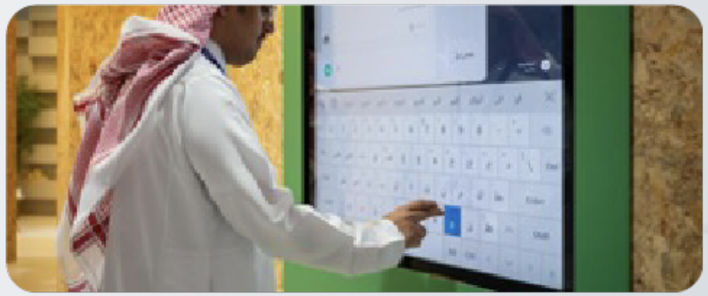
صدارة
Sadara

Sadara
Integration of the ICM employee experience platform with Oracle systems to enable automated retrieval, analysis, and measurement of employee experience data.



المشتري الرئيس
PRINCIPAL BUYER

Principal Buyer
Integration of the ICM platform with Oracle systems to support structured measurement and management of employee performance.





We build capabilities that build the nation.