# Dr. Mohamed

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### *Profile:*

***Strategic business leader with Board-level experience specializing in global human capital leadership, with active management involvement in shaping the company’s long range vision and strategy - and aligning the people and organization to create long-term shareholder value. Strategic business leader direct involvement in the planning and implementation of business development and expansion strategies in complex, multi-cultural operational environment. Trusted advisor and partner to CEO / C-suite with significant Board-level interface and exposure to company governance protocols and executive compensation practices. Experience building human capital capability in over 25 nationalities to enable multi-million dollar growth-oriented manufacturing companies to be a top-tier performer with strong, effective HR and talent management practices.***

**VALUE PROPOSITION**

Bringing **balance and simplicity** to Human Resources processes, I **create a competitive  
advantage** for the business that is reflected in the bottom line.  
Proactive in anticipating problems and active in fixing things that break, **I attract and retain a highly skilled and motivated workforce** by implementing innovative and cost-saving programs.

**LEADERSHIP**  
**Employee Relations:** Balance the company's best interests with the employees' needs to achieve business goals. Implement best management practices to maintain high morale in multinational and

multisite businesses.   
**Staffing:** Identify and define high-quality candidates in a tight job market and reduce cost per hire and turnaround time. Manage succession planning and employee development programs to retain talent.   
**Executive Coaching:** Coach senior management to develop and communicate new strategy for continuous improvement and organizational effectiveness.   
**Organizational Development:** Integrate cross-functional teams to change corporate culture and define common vision of success. Drive change targeted at strategic growth.   
**Benefits and Compensation:** Develop and implement benefits and compensation programs that provide strong ROI.   
**Labor Law:** Apply UAE, GCC and international employment law to ensure compliance with regulations and minimize company's legal liability.

**PROFESSIONAL SKILLS**Proven areas of expertise include: -

• Strategic Partnership with C-Level Executives • Change Management & Leadership   
• Human Capital Leadership - Global HR Management - HR Policies & Procedures   
• Strategic Planning • Labor Relations & Negotiations • ERP (Oracle, SAP and Microsoft).  
• Employee Engagement - Talent Development • Succession Planning & International HR Strategies • Global Operations Synergy • Performance Management   
• M&A Initiatives & Integration • Organizational Development & Talent Management  
• ISO IMS (9001 Quality,18001 OHSAS & 14001 EMS)

**Professional Experience**

**Fit Out Interior Design, UAE July 2014 up to Date**

**Group HR Director**  
Provide directional leadership and manage the HR function for all Fino Group companies (11) with staff complement of approximately 3000 employees. Portfolio of companies includes Group of Companies in Dubai, Qatar, KSA & Oman with Manufactoring Facilities in Dubai.  
Fit Out is an Interior Design and build Service provider, company specializes in residential, commercial interior design and fit-out décor projects (Burj Khalifa, Dubai Metro Stations, Dubai Jumeira Palm Waldorf Astoria, Qatar Crown Plaza, etc.).   
  
Developed and implement Group HR strategy, policy and budget. Reviewed Organization Mission, Values and issued First Employee Handbook. Monitor compliance and ensure corrective action when needed. Negotiate, implement and monitor agreements with external service providers. Participate in Board and Executive Committee meetings of several companies.   
  
**Key Accomplishments**

* Improved employee satisfaction by implementing division-wide 360 degree feedback process to identify and correct problem areas.
* Developed and instituted innovative staffing plan that reduced turnaround time (from time-to-post and time to filly) by 25%.
* Developed policies that addressed discrepancies between internal rules and Local Labor LAW (UAE, Qatar, etc.).
* Implemented centralized recruitment for all levels of employees and setting up of HR Shared Services function.
* Developed or acquired technology in cooperation with IT department to improve efficiency and cost effectiveness.
* Simplified performance evaluation process to achieve buy-in throughout the division.
* Implemented plans to improve productivity and improve production costs and reduce waste by 20%.
* Saved millions by increasing employee retention and reducing associated cost of new hires.
* Introduced disciplinary code and Incentive scheme and more.

**Novum Management Consultancy Nov 2010 – June 2014**

**HR Director & Acting CEO**

Novum Consultancy Dubai is a dynamic management consultancy firm striving to guide leading corporations to create and sustain competitive advantage. Intuit Management pioneers in its industry with proactive Consulting and Management solutions.

Novum Proficiency extends into a range of consultancy services. Novum provide its clients with solution that best meet their specific requirements. Novum clients benefit from the expertise and knowledge that top executives share with team and clients throughout the assignments.

###### Key Accomplishments

* Built partnership with the executive staff of client’s organisation to ensure that managers and employees worked collaboratively to achieve business goals across own organisation and clients assignments.
* Helped clients to reduce staffing and compensation costs by almost 25% by developing hiring and pay programs based on individual development plans, succession plans, and workforce planning. Trained internal candidates to fill hard-to-staff positions.
* Facilitated the implementation of ISO IMS Standards (QMS, EMS, OHSAS) and throughout compliance to requirements and efficient management programs, we saved 50% of annual damage cost.
* Provided executive coaching to Executive members, VP’s and Head of Departments to identify leaders to improve orgnization development.

###### Holding Group, Abu Dhabi, UAE

###### Group Human Resources Director March 2006 – Oct 2010

A conglomerate of 60 large and medium sized companies based in the United Arab Emirates (UAE), employs over 12,000 people from a wide variety of countries and present in the Middle East, Asia, USA and South America.

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I have been responsible for determining and providing leadership in developing and executing human resources strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of succession planning, talent management, change management, organizational and performance management, training and development, and total rewards. I have reported directly to the board of Directors.

Key Achievements:

* Planed, developed and controlled the implementation of HR Policies & Procedures
* Introduced new reporting system in the subsidiaries to the corporate office
* Managed a staff of 40 in a matrixed diversified organization.
* Facilitated and problem’s solving with Official authorities (Labor & Immigration)
* Negotiated new agreement for medical insurance ( More benefits & saved costs by 8 million dirham per year)
* Implement HRMS Oracle and MS GP (Microsoft Great Plains) , ERP System
* Created a Talent Management system, facilitating talent management workshops plan to optimize the development of talents
* Introduce an innovative reward program that that was essential to the retention of key employees and the business’s ongoing success.
* Planned & implemented organization chart changes; annual survey among staff
* Introduced disciplinary code and Incentive scheme and more.

**Ministry of Labor, Lausanne, Vaud – Switzerland**

**Human Resources Manager June 1996 – January 2006**

Responsibility for more than 4000 people’s, employees of all professional level, over the Government Structure.

**Key Achievements**

* Facilitated team building and implement changes by building credibility at all levels
* Resistance of stress helps to **exceed targets by more than 30%** of work charge requested and updating computer skills.
* Provided strategy and a plan to optimize the development of talents through assessment and developments of talents.
* Prepared and facilitated talent management workshops & professional ladder committees attendance by 50%.

**Prior experience Includes Ass. Professor, Research & Development Director at Geneva University, Switzerland.**

**Education and Qualifications:**

* **Ph.D.** in Biology, Geneva University, Switzerland
* **MBA**, Major HR, [HEC Lausanne - The Faculty of Business and Economics of the University of Lausanne](https://www.linkedin.com/companies/15092433?trk=hp-feed-company-name), Switzerland
* **QMS** – **ISO 9001** : 2008; **EMS** – **ISO 14001**; **OHSAS ISO 18001** Lead Auditor Certificate
* SPHR USA Member; CIPD Qualified & Member, SPHR & MBA’s Association / Switzerland
* **Nationality: Swiss, Egyptian**
* **Language: French, English & Arabic, Fluently Written and Spoken**