

Personal Profile

Specialized in performance management and improvement specialist. Approach is system based in ever changing methodologies with global emphasis on the strategic and return on investment approach.

Professional Experience

• Management

Personnel Competency Assessment:

- MOE EMSAT Teachers Certification: development of the Emirates Standardized Test for teachers.
- Competency design, Behavioural Interviews, Psychometric testing and Integrating Reports for different government entities targeting more than 1200 employees.

Organization Development:

- Job Descriptions, Policy and Procedures, Benchmarking and Individual Development Programs for the ADJD (1,765 employees)
- Organization Structure, Job Descriptions, Policy and Procedures for the SCO (67 employees)

Students Development:

- Freshman Year Experience Director. Developed FYE program at the Petroleum Institute and won Sheikh Khalifa Education Award 2016

Professional Development and Training

- Strategic planning MOI
- ICDL for government employees (2006). Over 2,000 participants
- ICDL summer camps for school students in Abu Dhabi and the Western Zone (2003,2004). 700 male and female students per summer
- Science and Math programs for teachers (95-2007). 25 to 30 teachers per year and funded by Texas Education Agency.
- UNT regional Collaborative for Science Teaching: More than 10 years funded project the Texas Education Agency for in service teachers

• Teaching

- Statistics, Research and Analysis
- Workshops in KPI, Assessment, Strategic Human Resources & Management, Leadership, Research Methods, Organizational Behaviour & Change Management
- Physics, Astronomy and Math classes

Academic Education

- Doctor of Philosophy in Molecular Spectroscopy, May 1993 University of North Texas, Denton, Texas
- Master of Science, December 1986, University of North Texas, Denton, Texas

Special Courses

- Six Sigma, Dubai 2011
- Strategic Planning & Balanced Scorecard, Abu Dhabi, UAE, 2008
- Behavioural Interview and Competency Assessment, Abu Dhabi, 2007
- Creative Thinking Tools, Edward de Bono, Dubai, February 24th, 2003
- System Thinking, Michigan, June 28-July 2, 1998