

|  | Dr Jassim M. Alfahhad  Human Development Consultant /Trainer |
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| **PROFILE**  I have more than 35 years of intensive experience in academic, consulting and training fields. My focal areas include strategic management, technology management, leadership, performance management and appraisal, and HRM and development. My enriched vast knowledge and professional experience enable me to provide consultations and conduct various training programs and workshops for local, regional and international clients.  **HOBBIES**  Sport/Reading/Traveling/ cocking  **CONTACT**  PHONE: +965 97834555  EMAIL: Jassim65@hotmail.com    LinkedIn:  https://kw.linkedin.com/pub/dr- `  jassim-al-fahhad | **EDUCATION**  Ph.D. in Technology and Operation Management. Aston Business School. UK (2004)  MSC in Technology Management. East London Business School. UK (1997).  BSC in Aviation Maintenance Management (Avionics). Embri- Riddle University. USA (1994)  **WORK EXPERIENCE**   * Group CEO. Al-Hlebi Group (2021-present) * Senior consultant at National Technology Enterprises Company (2021-present). * Deputy Prime Minister & Minister of Defense consultant (2019- 2022). * Senior consultant at Public Authority for Sport (2016- 2020). * Associate professor at Bashak Shaheer University- Turkey. * Dean of Technical College – Ministry of Defense/ Gulf University of Science and Technology (GUST). * VP Assistant for Academic Affair. Arab Open University (2010-2013). * Retired Colonel. Kuwait Air Force/Ministry of Defense (1986-2011).   **SKILLS**  Languages: Fluent Arabic/English Computer: MS word/Powerpoint/Excel |

**Areas of Expertise**

* Strategic Management and Planning
* Leadership
* Operation Management
* Human Resource Management and Development
* Performance management (Balanced Scored Cards)
* Technology and Innovation Management
* Systems Thinking
* Organization Behaviour
* Knowledge Management

# Delivered training programs and workshops

* May 2022 Basic of Strategic Planning. Workshop for Fahad AlAhmed Charity Association.
* Nov 2021 Webinar in Skill for Conducting Research on The Middle East: What and How. Centre for Postgraduate Studies (CPS), International Islamic University Malaysia (IIUM).
* Oct 2021 Islamic Management Principles. Management and Islamic Economy Diploma program. Alrowwad Electronic Academy.
* Jan 2021 Creative Problem Solving and Innovation Skills. Kuwait Fund for Arab Economic Development- Kuwait.
* Jan 2021 Communication & Interviewing Skills. Kuwait Fund for Arab Economic Development- Kuwait.
* Dec 2019 Organization Health Improvement. Workshop for Warba Bank. Organized by Vigor Enterprise. Kuwait.
* Nov 2019 Creative Problem Solving and Decision Making. Petroleum Training Center (PTC). Kuwait Petroleum Corporation (KPC). Kuwait.
* Oct 2019 Creative Problem Solving and Decision Making. Petroleum Training Center (PTC). Kuwait Petroleum Corporation (KPC). Kuwait.
* Sep 2019 Creative Problem Solving and Decision Making. Petroleum Training Center (PTC). Kuwait Petroleum Corporation (KPC). Kuwait.
* Sept 2019 Performance Management Fundamentals. Petroleum Training Center (PTC). Kuwait Petroleum Corporation (KPC). Kuwait.
* Sept 2019 Essentials of Balanced Scorecard. Petroleum Training Center (PTC). Kuwait Petroleum Corporation (KPC). Kuwait.
* July 2019 Organization Design Fundamentals.. Petroleum Training Center (PTC). Kuwait Petroleum Corporation (KPC). Kuwait.
* June 2019 Maximizing Benefits Through Risk Management. Petroleum Training Center (PTC). Kuwait Petroleum Corporation (KPC). Kuwait (presented twice).
* April 2019 Effective Organizational Communication. Ministry of Commerce & Economy. Doha-Qatar.
* March 2019 Certified Professional KPIs. Kuwait Oil Company (KOC). Kuwait.
* Feb 2019 Productive Meeting. Kuwait National Petroleum Company (KNPC). Kuwait.
* Feb 2019 Introduction to Risk Management. Kuwait Oil Company (KOC). Kuwait.
* Jan 2019 Principle of Institutional Work. Industrial Institute. PAAET-Kuwait.
* Sep 2018 Principle of Institutional Work . Istanbul-Turkey.
* Sep 2018 Profession Excellence. Istanbul-Turkey.
* May 2018 Strategic planning for project management. . Ministry of Culture and Sport. Qatar.
* April 2018 Principle of institutional performance. Ministry of Culture and Sport. Qatar.
* Nov 2017 Change leadership. Qatar Barwa Bank. Qatar Finance and Business Academy. Doha-Qatar.
* Nov 2017 Strategic management for police leadership. Ministry of Interior. Qatar.
* March 2017 Professional interviewing skills. Public Authority for Sport. Kuwait.
* Sept 2016 Principle of Institutional Work. Al-Metqal Group. Kuwait.
* April 2016 Employment Disciplinary – Supreme Police Academy. Sudan.
* Dec 2015 Productive meeting workshop. Chevron Cooperation – KSA.
* March 2015 Self-management and development skills. GUST. Kuwait.
* April 2103 Self-management and development skills. IPC. Kuwait
* March 2010 "The Role of Strategic Planning in the Development of Kuwait Volunteer Sector ", The 2nd Symposium of Kuwait Charity Act, 2010 - Kuwait.
* Jan 2006 Organizing and lecturing the “Retaining Volunteers: Approaches and Methods”. Yemen Human Development Corporation, Yemen.
* Sep 2005 Participating as a lecturer for “ Volunteers Management” workshop. The 1 International Symposium organised by Islamic Presentation Committee (IPC). Kuwait.
* May 2005 Value Management – Bader Center for Strategic Studies and Research

# Attended programs

# Jan 2022 Learning Design Thinking. LinkedIn Learning Platform.

# Dec 2021 Leading and Motivating People with Different Personalities. LinkedIn Learning Platform.

### Nov 2021. Creating a Positive and Healthy Work Environment. LinkedIn Learning

### Platform.

* May 2017 Balanced Scorecard Professional (BSP). Balanced Scorecard Institute in conjunction with The George Washington University College of Professional Studies. Dubai.
* Feb 2015 Training of Trainers Diploma (TOT). Academy of Leeds. UK
* January 2015 The Australian Vocational Education and Training (VET) System. Australia College Kuwait.
* May – August 2011 Teaching for Understanding TFU (I). Harvard Graduate School of Education. (On-line course).

# Academic Experience

| 2018 - | Associated Professor at Bashak Shahir University – Turkey |
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| 2017 - | Visiting Professor at International Islamic University in Malaysia |
| 2015 - 2016 | Dean of Technical College at Gulf University of Science and Technology |
|  | (GUST). |

## Responsibilities

I was supervising 103 academic and admin staff. I was responsible for the following;

* Develop, administer, and promote the academic programs and academic support functions of the college, in coordination with PAATE;
* Develop recommendations for the nomination, retention, promotion, tenure, and compensation of faculty, department chairs, and staff members in departments and units assigned to the college
* Coordinate and promote academic proposals, changes, reviews, and other academic matters;
* Coordinate the departments and programs within the college
* Develop and coordinate educational policies, planning functions and physical facilities planning and utilization of the college;
* Provide leadership, conduct and implement strategic planning;
* Responsible for managing and monitoring college budgets, allocate and provide oversight of department budgets and program fees
* Build and maintain a relationship with external stakeholders and related institutions

2009 - present Adjunct faculty at Collage of Business Administration Gulf University for

Science and Technology (GUST) teaching HRM and strategic management modules 2014 - 2015 Assistant professor at Australian Collage of Kuwait – ACK

2013 - 2014 Assistant Vice Rector of Academic Affairs – Arab Open University AOU

## Responsibilities

**Assisting VRAA in the following:**

- Supervise all matters relating to curriculum and instruction in the University, including outreach, evening and summer courses, scheduling and overloads;

* + Oversee faculty and academic staff recruitment and development activities;
  + Provide advisory recommendations to the VRAA on all academic appointments, tenure and promotion matters and ensure that such processes
  + comply with the terms of faculty bargaining agreements;
  + Oversee and follow up development and implementation of academic strategic planning;
  + Establish priorities and plans for program development, faculty recruitment and development;
  + Provide academic input to institutional enrollment management efforts;
  + Coordinate periodic academic program review and work with deanships in the review, study, and development of curriculum and in the improvement of instruction;

2011 - 2013 Head of Business Studies Dept. Arab Open University (AOU) - Kuwait Branch

## Responsibilities

* Coordinating with the Director/Assistance director for academic affair on the implementation and requirement of the program
* Coordinating among the different course coordinators
* Planning and implementing academic students advising and related matters
* Coordinating and follow up of course requirements needs
* Recruiting, monitoring and appraising full time/part time tutors
* Preparing the course schedule for each term
* Communicating and coordinating consistently with the deanship for relevant academic issues
* Representing the department in the semi-annual Courses Academic Committee meeting (CAC) with the Open University – UK.
* Linking industry organisations with the university through various activities

2011- 2014 General Course Chairman (GCC) of B301 (Making Sense of Strategy)

, B222 (Technology and Innovation Management) and B120 courses (Introduction to Business Functions)

## Responsibilities

* Reviewing course material content and making sure it is in harmony with Arab and Islamic cultural and religious precepts, and heritage.
* Preparing Ttutor Marked Assessment and their answer notes.
* Preparing Final Examinations, their marking criteria, and answer notes.
* Preparing a website for the course comprising its structure, components, study calendar, assignment and marking booklet, tutor guide, and the e-mail addresses of Faculty members providing tuition for the course at all AOU Branches so that they can have a platform for exchanging ideas,

experience, and expertise.

* Recommending quality assurance criteria with regard to course support, presentation, and evaluation.
* Participating in the Faculty Examination Committee meetings scheduled for reviewing the course and preparing all documents and data required by its external examiner.
* Preparing the course tutor guide, and the academic study calendar.
* Preparing any and all support material deemed necessary for the course.
* Preparing a complete file for the course, which shall be kept in the Faculty (FLS), and shall include all components of the course (printed material, audio and video material, course books, set books, and all relevant support material).
* Coordinating with the branches for preparing a course file to be kept in their Learning Resource Centre.
* Monitoring and following up the progression of the course at the different AOU Branches in coordination with the branch course coordinator for making successful teaching/learning experiences and methodologies available to all branches.
* Supervising the preparation of the final examination(s) and sending it/them to the branches as per procedures and measures in effect at the University.
* Coordinating with the branch course coordinator in respect of providing the Dean with the required samples of marked assignments, quizzes, final examination and/or project for University evaluation, quality assurance, and review by the external

examiner. Correspondence with branch coordinators should be through the Branch Director.

2011 - 2013 Head of the Revalidation team of Faculty of Business Studies (responsible for developing the new Management track)

2011 - 2012 MBA Program Coordinator – AOU

2011 - 2014 MBA Academic Staff – AOU

2010 - 2011 Program coordinator for research and development - AOU

2010 - 2014 Assistant Professor – Business Studies Dept - AOU

2008 - 2010 Adjunct faculty - Business Studies Dept - AOU .

2009 - present Adjunct faculty at Collage of Commercial Studies

The Public Authority for Applied Science and Education (PAAET)

2004 - 2010 Staff member of Ali Al-Sabah Academic Military Collage- Ministry of

Defense

1997 - 2010 Staff member of Kuwait Air Force Institution

2005 - present Supervisor for higher education students for the following titles:

1. Building an Effective Strategic Planning Metrics for the Public Sector Organisation in the GCC Countries. (Ph.D. degree).
2. The Role of Government Policy in the Success of Technology Transfer to Kuwait: The Case of Kuwait Airways - UK. ( PhD. degree )
3. The Implication of a Formulated Strategic Plan on Employee’s Productivity of the Public Sector Organisation: A Comparison Study- Jordan ( Master degree ) .

# Work Qualification (Public Sector)

# 2019 – present Deputy Prime Minister & Minister of Defense Consultant

| 2016 - 2019 | Senior consultant. Public Authority for Sport |
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| 2009 - 2011 | Head of Academic and Vocational Education Dept – Kuwait Air Force Institution |
| 2004 - 2009 | Head of Foreign Contracting & Project Management Department- MOD |
| 1998 - 2001 | Head deputy of Aviation Procurement and Contracting Management Department |
| 1994 - 1997 | Head of Kuwait Air Force (KAF) Technology Management Projects Section |
| 1989 - 1992 | Simulator System Engineer |

**Work Experience**

**Government Sector**

* + Chairman of Kuwait Air Force Academy Project.
  + Head of Kuwait Air Force Aviation Academy committee.
  + Managing and supervising the foreign contracts for MOD .
  + Chief of Admin and Technical Recruiting Committee – MOD .
  + Member of MOD Organization Structure Evaluating Committee.
  + Auditing of the managerial and technical performance of Kuwait Liaison Offices ( UK and France ) .
  + Planning for OJT training programs for KAF engineers .
  + Supervision of the operation and maintenance contracts of Kuwait Air Force (KAF) fleet .
  + Conducting cost/benefit analysis for some of the current MOD technical projects ( Tucano training aircrafts) .
  + Assessing the technical and managerial capabilities of foreign firms ( e.g Ogma Corporation in Portugal ) .

# Private Sector

* + Associate professor at Bashak Shahir University – Turkey
  + Group CEO at Alhlebi Group
  + Senior Consultant at National Technology Enterprise Company
  + Vice president of Ayat Charity Association
  + Senior consultant at Fahad AlAhmad Humanitarian Society
  + Group Consultant for Euro Technical Group – Kuwait .
  + Supervision of the HRM strategic plan for private firms .
  + Conducted job satisfaction evaluation for private firms.
  + Managing organisation structure for public and private firms and committees ( AWARE Centre, Islamic Presentation Committee (IPC) , European Telecomm Centre )
  + Conducting training courses and workshops related to various management topics for public and private entities**.**

# Attended conferences, seminars and workshops

Oct 2017 Leading Healthcare Organizations Conference. Life Science Academy. Kuwait April 2014 "Coding Projects for Kuwait Government". The Engineers Society.

March 2011 "Using Systems Thinking for Organisational Improvement", Masterclass Webinar. Aston Business School, UK.

April 2009 The Impact of Global Financial Crisis on Islamic Banking

Feb 2009 Auditing off Procurement and Services Contracts – Noble Center for training and consultation

Jan 2009 The Strategic Plan for International Support Organisation – MA&IA

Dec 2007 " The Application of Offset Programmes in Kuwait's sectors ". Ministry of Deference.

Feb 2007 The Advanced Strategy of Contracting Evaluation and Negotiation - MOD

April 2006 Organising and Directing of Meetings and Committees – Kuwait University

Nov 2005 “ The Japanese Perception of Corporate Management” Seminar. The Excellence Centre, Kuwait University.

March 2004 Research Methodologies workshop. Cambridge University. UK

Dec 2003 The National Science and Technology policy Symposium – KISR. Kuwait

Nov 2003 The Strategic Planning – Kuwait University

March 2000 Leadership – MOD

Feb 1996 Quality Assurance – MOD

# Lectures

Presenting lectures locally and internationally. Topics include:

* + - Self -Management Development
    - Volunteers Management
    - Technology Management
    - Project Management
    - Operation Management
    - Establishing organisation structure for NGO
    - Performance evaluation for NGO staff

**Publications and International Conferences**

* An analytical review of strategic technology management in the GCC: the

case of Kuwait. International Journal on Emerging Technologies **10**(3):

460-471(2019).

* An analytical review of strategic technology management in the GCC: the

case of Kuwait. Annual BAM2019 Conference Aston Business School, Aston University. UK. 2019.

* Reviewer of the 28th Australian and New Zealand Academy of Management (ANZAM) Conferences December 2015 and July 2014.
* Al-Fahhad, J. Outsourcing Vs. In-House Contract Management in the Public Sector of the State of Kuwait. IFRSA Business Review. June 2014, Vol. 4 issue 2.
* Al-Fahhad, J. Technology transfer process to the Gulf Cooperation Council (GCC) countries: An analytical perspective. International Journal of Research in Management & Technology. April 2013, Vol 3, No 2.
* Al-Fahhad, J and Al-Fadli, A. An empirical investigation of whether business graduates from an Open Learning System can meet the demand of the private sector for qualified manpower. Interdisciplinary Journal Of Contemporary Research In Business. Oct 2012, Vol 4, No 2 .
* An empirical investigation of the role of the Public Authority of Industry (PAI) in promoting technology assessment and acquisition in Kuwait (in the process).
* Assisted in the research for the paper “ Supplier & Acquirer considerations in international Technology Transfer Strategies: Implications for Developing Countries’at 1st Middle East Conference and Exhibition on Technology Transfer, 22-24 Sep 2003, Bahrain.
* Participated as a second author in “Technological Capability Assessment of Government- Owned Utilities in Kuwait: A Critical Analysis of the Electricity Generation Sector”, at the 11th International Conference on Management of Technology, 21-25 March 2002, Miami, USA.
* Assisted in the research for a presentation to the Global Forum on Management of Technology - Focus on the Arab Region, United Nations Industrial Development Organization (UNIDO), May 2001, Vienna.
* Assisting Dr Al-Sultan in the preparing and organizing of the Science and Technology policy conference at KISR in Kuwait in Dec 2005.
* Presently Preparing 2 papers for journal publication in coordination with Prof David Bennett (Aston Business School) and Dr Yousuf Al-Sultan (KISR).

# Awards

| 2005 | Lifetime membership of The Honour Society of Beta Gamma Sigma for outstanding academic achievement at Aston University |
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| 1993 | International Dean’s List ( USA ) – 1993 |

1993 Dean’s List - 1992

1994 Honour Roll - 1994

# Social Activities

* Vice president at Association of Dar Alkhibra for Development. Kuwait.
* Member of the consultant committee of the Kuwait National Codes Project
* Columnist in several cyber newspaper.
* Ex-Director of Aba’ad Center for Studies and Training.
* Columnist in Sabr News (Electronic)
* Member of the Preparation Committee for the SUNNA Studies and Research Centre workshop ( May, 2007).

# Membership

* Board member of Arab Trainers Association – Egypt.
* Deputy chairman of Dar Al-Khibra for Training and Development.
* The Honour Society of Beta Gamma Sigma ( accredited by AACSB, USA ).
* International Association of Management of Technology-IAMOT (USA).
* Freedom Organisation - Kuwait
* The Saudi Society of Technology Transfer. (Suadi Arabia)
* Al-Nusra International Organisation .
* Social Peers Society, Yemen.