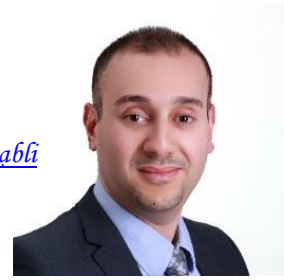


# AIMAN W. KABLI (MBA, GPHR)

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## SKILLS & QUALIFICATIONS

- ❖ Seasoned, **global HR/strategy manager**; highly versed in **training and performance management, motivation and culture change, global recruitment and selection, strategic workforce planning, organizational design, talent and leadership development, managing analytics and metrics.**
- ❖ Over fifteen years of varied and progressive experience spanning the private and public sectors, including international organizations and global companies in several industries.
- ❖ Strong **intellectual and analytical skills; teamwork, leadership, and communication skills; business and financial acumen** demonstrated by high academic and career achievement. **Self-motivated, energetic, and driven** for consistent high performance.
- ❖ Highly proficient in computing and applications, including all **Microsoft Office programs, HR information systems, recruiting/talent management suites**, and all **social media**.
- ❖ **GCC National**, fluent in **Arabic** and English. Cultured and well-traveled, visited **75 countries**.

## JOB HISTORY

-  ❖ *Managing Director & Head Consultant* Jan 2014 – Present  
**AK Creative Solutions (small business)**
-  ❖ *Regional HR Manager, Business Support* Apr 2012 – Dec 2013  
**Emirates Airline, Dubai, UAE**
-  ❖ *HR Business Partner (Asst. Senior Personnel Manager)* Oct 2007 – Mar 2012  
**International Monetary Fund (IMF), Washington, DC**
-  ❖ *Career Development Manager* Sep 2003 – Apr 2005  
**Bank Al-Jazira (BAJ), Jeddah, Saudi Arabia**
-  ❖ *Corporate Communications Manager* Apr 2002 – Aug 2003  
*Assistant to HR Director (as Management Trainee)* Jan 2000 – Mar 2002  
**Unilever Arabia, Jeddah, Saudi Arabia**

## EDUCATION & CERTIFICATION

-  ❖ *Certified Global Professional in Human Resources (by HRCI)* 2011
-  ❖ *Master of Business Administration (focus: Strategic Management, with highest honors)* 2007  
**University of North Texas**
-  ❖ *Bachelor of Science in Industrial Engineering* 1999  
**Arizona State University**

## EXPERIENCE & ACHIEVEMENTS

### *Currently:*

- ❖ Lead consultant in the areas of talent acquisition, career management, and modern HR practices.
- ❖ Learning the full range of hands-on **business management skills** from **sales & marketing to client service, investor/press relations, legal matters, and growth strategies; a real-world MBA.**
- ❖ **Speaking/mentoring/advising** at various prominent business conferences and entrepreneurship events.

### *While at Emirates:*

- ❖ Managed strategic **HR business partnership** to support the outstation business in **35 locations** (airports and ticket offices) across the Africa and Middle East regions, with **over 1200 total staff**, for all HR issues including **management recruitment, development, performance, and critical cases.**
- ❖ **Lead a large team of professionals** (HR Specialists and Officers) who assist in handling sections of this large region.

### *While at the IMF:*

- ❖ Provided a full portfolio of world-class HR services to a **technology/IT department** of over 400 staff.
- ❖ Innovated and implemented a comprehensive **talent management approach** which includes assessment, **identification and development of “high-potentials”** and future leaders.
- ❖ Managed **full-cycle recruitment of technical professionals**; lead several **global recruitment campaigns** to attract the best and brightest from all of the IMF’s member countries.
- ❖ Was In charge of all **HR data analysis and metrics** for the unit, including the reporting and forecasting of global diversity and workforce planning.
- ❖ My time at the IMF also coincided with the largest effort to completely **revamp all HR processes and human capital management systems**; I was heavily involved in those projects, aiding in the design of **modern policies, programs, and information systems** that will shape the future of the organization.

### *While at BAJ:*

- ❖ Developed a **complete junior management training program** for new graduates.
- ❖ Successfully delivered a very stretching target of **hiring 150 graduate trainees at the required quality within a 9-month period**, to fuel the bank’s rapid expansion and growth (60% per annum).
- ❖ Managed the **entire process of training and career development for over 300 employees and managers.**

### *While at Unilever:*

- ❖ Worked closely with the **board of directors** to facilitate **culture change and improve management performance and motivation.** Actively managed various internal communication channels focused on corporate culture, including the Intranet portal, 40-page monthly newsletter, and board-level circulars.
- ❖ Led the planning and delivery of **major culture workshops, attitude surveys,** company events, awards ceremonies, and **large-scale teambuilding activities.**
- ❖ Managed the **HR integration process during the global merger between Unilever and Bestfoods,** converting all local employees’ contracts, salary scales, and performance management systems.