About Hazem Hassanin

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Hazem has led numerous governmental and private sector transformation initiatives across the MENA region. He is currently engaged as Digital Transformation Strategy - MBA program instructor with AAST, a Fractional CEO, Strategist, and Transformation Advisor, helping organizations translate vision into sustainable results by aligning resources, relationships, strategic initiatives, organizational capabilities, leadership, culture, human capital, and digital transformation efforts around growth opportunities and effective execution.

He is the former Chairman of Consulting Bay S.A.E. (an Egypt/Kuwait-based management consulting firm), the former CEO of Global Innovation Company (GIC), a fully owned subsidiary of Kuwait Investment Authority through National Technology Enterprises Co. (NTEC), and the former Group HR Director of Al- Hajery Group, a regional multi-sector conglomerate. Earlier in his career, he built over a decade of professional and human capital experience in Egypt with Deloitte, Mercedes- Benz (EGA), and Daewoo Motors Egypt.

During his work-course, Hazem has directly interacted, partnered, cooperated with, project managed, and officially represented many of the world top houses in Knowledge, Best-Practices, & Technology such as:

KORN FERRY | HayGroup · pwc strategy& · ORACLE · ShiftIN PARTNERS · CIVILSOFT STRATEGIC HCM · protiviti · True Colors International · Florida State University 1851 · Arab Academy for Science, Technology & Maritime Transport · MERCER · Palladium MAKE IT POSSIBLE · D. · EY · Grid The Power to Change · SAP · successfactors An SAP Company · ICF International Coach Federation · GC · novaglobal · VIGOR ENTERPRISE ENDLESS BUSINESS

Accreditations

- ***Certified Organizational Manager (COM) – Florida State University***
- ***Senior Professional in HR – International (SPHRi) – HRCI***
- ***Human Resource Management Diploma – The American University in Cairo***

Sectors Served

- Manufacturing & Production
- Consulting, Coaching, Training, & Managed Services
- Information & Communication Technology
- Healthcare Services
- Retail, Trading & FMCG Sectors
- Cafés and Restaurants Sector
- Renewable Energy
- Landscaping & Agricultural Engineering
- Logistics & Transportation
- Construction Sector
- Housing & Housing Welfare
- Media Production & Distribution
- Education and Learning
- Investment Sector
- Contracting Sector
- Petrochemicals & Oil Services
- Travel and Tourism
- Business Process Outsourcing

& LEARNING GOES ON…

Relevant Projects

Case Study: NTEC Transformation
National Technology Enterprises Co.



The Objective

To achieve its mandates, NTEC needed to transform from an investment role into more specialized operational role

Background

The National Technology Enterprises Company (NTEC) was established back in November of 2002 by the Kuwait Council of Ministers as a fully owned subsidiary of the Kuwait Investment Authority (KIA). Capitalized at 100 Million Kuwaiti Dinars (Approximately 350 Million U.S. Dollars). NTEC was created to play a vital role in servicing major stakeholders in Kuwait with their technology needs. NTEC was able to utilize its broad objectives and technology focus being Information & Communications Technologies, Life Sciences & Healthcare Technologies, Energy, Renewable Energy, Water & Environmental Technologies, to develop distinctive operational and investment strategies to address its core mandate: Technology & Knowledge Transfer.

Key Challenges

- Developing an international standard organization within governmental barriers.
- Subsidizing the company into more specialized organizations
- Establishing operational & knowledge capabilities for each subsidiary
- Nationalization
- Acquiring & Retaining talent
- Manage the implementation of all organizational and human capital interventions

We've achieved

- ✓ We have designed flexible-fit organizations
- ✓ We have developed NTEC corporate governance & human capital strategies and policies those enabled NTEC to acquire and retain talent.
- ✓ Change & cultural management interventions
- ✓ Finally, we have Managed the implementation of all the Group's Human Capital Interventions for 5 years and handed over to a very well trained national human capital team

Note: NTEC transformation was recognized as the first successful turnaround in the Kuwaiti government over decades

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Case Study: TEC Transformation
Touristic Enterprises Co.

The Objective

After a thorough gap analysis, we have recommended a cultural & leadership change with revised OD, Governance and HC policies as well as automation of their corporate services

Background

The Touristic Enterprises Company (TEC) is a government-owned entity that is responsible for the operations, development, and management of touristic, entertainment and recreational assets and facilities.

Established in 1976, TEC became one of the first touristic regulatory bodies in the Arabian Gulf region and has long played a pivotal role in the development of Kuwait's cultural identity.

In addition to managing and operating its properties, TEC works with governmental bodies, private sector entities, and international partners to continuously promote the tourism and entertainment industries in Kuwait.

Key Challenges

- Leadership Development
- Acquiring and retaining the right talent
- Exits of under-perfuming leadership
- Nationalization
- Brining TEC to Its Excellence levels
- Provide support in implementation

We've achieved

- ✓ Selection and placement of potential leaders
- ✓ We have designed flexible-fit organizations
- ✓ Conducted Job Analysis and developed JDs, Salary Scales, benefits, Career Paths, Exit Payouts, Performance & variable compensation Programs
- ✓ We have developed TEC human capital strategies and policies those enabled TEC to acquire and retain talent.
- ✓ 2 years of several Organizational, Human Capital Interventions & automation

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شركة المشروعات السياحية
Touristic Enterprises Company

Case Study: PUMC Transformation
Public Utilities Management Co.

The Objective

After their Strategy Formulation, we have recommended a transformational turnaround project with revised OD, Governance, and perfor culture.

Background

Public Utilities Management Company "Kuwaiti Shareholding Closed Company" is one of the government corporate subsidiaries to the Public Investment Authority owned by 100%. The Company was founded in 1982, to diversify the internal investment in the State of Kuwait through the exploitation of some lands and state assets, diversify the national income, and to participate in the country's internal development.

The Company is specialized in the management, maintenance and operate of some "service buildings, commercial complexes, singles residential cities, multi-story and surface Car Parking Lots, historical squares and fields after upgrading those squares and fields until coincided with the state urban and economical development.".

Key Challenges

- Developing the right culture with a backlog of bureaucracy and isolation
- Hierarchal flexibility and pay equalization
- Enable the environment for acquiring and retaining the right National talent.
- Provide support in implementation

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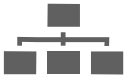
pwc
strategy&

We've achieved

✓ Restructure the company into specialized subsidiaries to guarantee specialization



Strategic assessment



Org. structure design & cascading



Strategic enablers development



People & culture



Compensation & Rewards

Public Authority for Housing Welfare
Kuwait Public Transportation Company

The Objective

Strategy Formulation, we have recommended a transformational project with revised operating model, OD, Governance, and performance driven culture.

Key Challenges

- Developing the right culture with a backlog of bureaucracy and isolation
- Hierarchal flexibility and pay equalization
- Enable the environment for acquiring and retaining the right National talent.
- Provide support in implementation

In Cooperation with

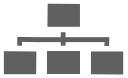
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Face the Future with Confidence

We've achieved

✓ Restructure the company into specialized subsidiaries to guarantee specialization



Strategic assessment



Org. structure design & cascading



Strategic enablers development



People & culture



Compensation & Rewards

Case Study:
CEO's & Key Leaders Acquisition of state-Owned Enterprises

- **The Objective**

Attracting Qualified National C-level Leaders

- Key Challenges

✓ Governmental Regulations and Restriction on Reward Packages.

✓ Social Pressure

✓ Minimize judgement in Hiring decisions

✓ Social compliance

✓ Parliament Inquiries

- We've achieved

We have developed a bullet-proof selection methodology that is digitalized, best practice-based, Facts-Based and traceable process and methodology

Reference Projects

Benchmarking & Human Capital Strategy	
Organizational Development	
Talent Acquisition & Development	
Performance & Rewards	

Reference Projects

Change Management	
Policies & Procedures	
Business Process Outsourcing & Automation	
Complete Transformations & Turnarounds	


Let’s fly high
Thank you