



# NIHAD FAHIM

Organization Development  
& HUMAN Power Director

## COMPETENCIES

### Personality Traits

- Decisive
- Mentor
- Good Communicator
- People Oriented

### Competencies

- Entrepreneur
- Successful Conflict Resolutions
- Team Player
- Ability to handle broad business solutions.

## SKILLS

Languages: mastering English & manageable French

## LEADERSHIP STYLES

Transformational Leader  
Democratic Leader

## HOBBIES

Painting – reading & travelling

## EDUCATION

### Arab Academy for Science Technology & Maritime

2001-2003 - Master of Business Administration

### Cairo University – School of Mass Communication

1983-1987 - Bachelor's degree

## CERTIFICATES

2021	Certified Executive Coaching (LCE)
2021	Certified DISC Psychometric Assessment (TTI)
2017	Learner Experience Facilitation - American University
2012	DDI Target Selection Interviewer
2007	Certified Hay Job Evaluator

## WORK EXPERIENCE

### Egyptian Food Bank- Human Power Executive- Sector Head

June 2020 - Present

Responsible for several divisions: Human Resources – Internal Communication & Motivation – Training & Development - Volunteering & Internships – Policy Development & Risk Management – Administration

### Egyptian International Motors – Group Human Resources Director

November 2018 – December 2019

Egyptian holding company with 7 diversified business industries.

### thyssenkrupp industrial solutions - Regional Human Resources Director

November 2016 – Nov. 2018

German Multinational Conglomerate – for Cement, Fertilizers and Marine & Chemical industries

### Nissan Motors – Egypt & North Africa - General Manager Human Resources, Administration & Internal Communication & Compliance Officer

March 2007 – April 2016

Cross functional teams' member: Information Security officer – Talent committee – Labor communication committee

### Franke Kitchen Systems – Senior Human Resources Manager

March 2006 – March 2007

### Peugeot Egypt – Human Resources & Administration Manager

March 1997 – March 2006

### Challenger Petroleum Services – Personnel & Administration Manager

1995 – 1997

### Other Work Experiences

1994 – 1995: Coopers & Lybrand – USAID Department

1993 – 1994: Price Waterhouse – Cairo

1987 – 1989: Standard Shoe Company

### Other Rewarding Experiences:

**2003 till 2022 - School of Continuing Education – American University**

Instructor: Business, Organization Development & Human Resources

**Enactus World Cup 2021 competition** – Judging competition in Egypt and world competition

# MY REMARKABLE ACHIEVEMENTS

## EGYPTIAN FOOD BANK (TRANSFORMATION & GROWTH)

Strategy Development - Structure - Values & Competencies- Leadership development & assessment systems – Culture transformation – Agile HR systems - Risk management -key positions hiring

Performance Management systems – Job Structure & evaluation – Motivation plans – Digitalization of Human Resources operations – Talent Competency Based systems – Policy making and development – Volunteering management systems

## EGYPTIAN INTERNATIONAL MOTORS (TRANSFORMATION STRATEGY)

Risk Assessment & Treatment Plans – legalization of activities - Standardized systems (Policies & procedures) Agile Compensation systems (performance-based bonus system)

## THYSSENKRUPP INDUSTRIAL SOLUTIONS (TRANSFORMATION STRATEGY)

HR Transformation Project

## NISSAN MOTORS – EGYPT (TRANSFORMATION & GROWTH)

Culture Embedment & Performance Management:

“Nissan Way” Trainer & Coach, utilizing motivational techniques and team building activities to create engagement.

Talent Retention: Career Development Plans for High Potentials lead to localization of 3 executive Positions.

Compensation & Benefits:

- Created “**Phantom Salary**” - helped to align all variable salaries to one and remove inequity in 2 years’ time vs. 4 years plan 2013 Maternity Support program
- Saving Scheme “Loyalty Fund” 2015 Flexible time Policy

Industrial Relations:

No more Strikes – Facelift Elected labor Committee

Organizational Development:

- Supported transfer of NMEG from Nissan Entity to Regional Business Unit – N. Africa
- Regional Award for 3rd shift Hiring and alignment to production process.

## FRANKE KITCHEN SYSTEMS (TRANSFORMATION STRATEGY)

- Rightsizing & restructuring
- Build up compensation systems
- Development of industrial operations and structures