

Kaled Tayara

Leadership & Organizational Development

Riyadh Saudi Arabia

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Portfolio file

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Languages

Arabic

French

English

About

A SENIOR EXPERT WITH OVER 20 YEARS' EXPERIENCE IN STRATEGIC MANAGEMENT & ORGANIZATIONAL DEVELOPMENT, HIGHLY SKILLED IN CULTURE TRANSFORMATION, DIGITAL STRATEGIES WHILE WORKING AS A STRATEGIC ADVISOR FOR CLIENTS IN TELECOM, COMMUNICATION & ADVERTISING, FMCG, PHARMACEUTICALS, LUXURY, HIGH TECH MANUFACTURER AND F&B, ARCHITECTURE & ENGINEERING INDUSTRIES.

BRANDS WORKED WITH

- Food & drug Cooperation
- Formerly France Telecom Mobile
- Inkript/ressource Group Holding
- KIT ADVISORY
- KT Management
- Mobile Systems International
- Quantum Group
- Tssp (Telecom)

Experience

● Senior HR consultant

KIT ADVISORY | Jun 2023 - Now

HR Transformation Program : (private sector in retails and construction in Jeddah) Managing the organization development and design of all region reorganization efforts to support specific business units and departmental goals including organizational design, communication plan, change management, while reviewing all HR workstreams- project started in January 2023

Successfully trained the employees (Public sector – in KSA) on the Value based Culture , and the behaviors that are related to the corporate values.

Behavior assessment of Chiefs (Telecom Private Sector in KSA) , and Directors (in a public sector) for succession planning.

Managing the organization development and design of all region reorganization efforts to support specific business units and departmental goals including organizational design, communication plan, change management, placement assistance, and severance. (Private Telecom consultancy sector in KSA)

Successfully integrated and reorganized the HR Function across the regions ensuring consistency for policies and procedures (Private Telecom consultancy sector in KSA)

● Group HR Director

Mobile Systems International | Feb 2020 - Now

> Oversee Strategic Planning and direction for the Human Resources Department for EU region and GCC. This include over 60 employees and 220 Telecom Consultants in multiple geographic zone and different cultures. Leading a team of 6 persons.

> Actual Projects:

Development of a Digital HR strategy in order to create for both the contractor/consultant and the employees , a people experience that has an impact on the business results, feeding up an innovative culture through feedback and design thinking practices.

Managing the organization development and design of all region reorganization efforts to support specific business units and departmental goals including organizational design, communication plan, change management, placement assistance, and severance.

Successfully integrated and reorganized the HR Function across the regions ensuring consistency for policies and procedures

Created and delivered an Inclusion, Diversity and Equity strategy; focused on improving inclusivity in MSI through community partnerships, educational opportunities / tools, positioning alignment of DE&I with organizational priorities and identifying enhancements to HR / People Practices to this end.



● HR & Organizational Development Consultant

| Oct 2015 - Feb 2020

Development Consultant > Strategy and OD consultant for MENA and GCC Companies: Leader in managing overall business processes and operations for various clients across sectors including the Advertising, Manufacturing, Legal Consultancy services and Food & Beverages. > Prominent Projects: Lead "People Obsessed" engagement throughout the Clients' organization; from running the survey/focus groups to vendor management and engagement strategy and tactics on how to strengthen engagement at all levels. Leveled decision makers, executives, and front line employees to drive transformational change, such as strategy and mission development, operational and process improvements, and organizational redesign, along with a participation in efforts on evolving measurements, monitoring progress, and creating reports for senior leadership. Lead on strategic workforce planning to identify current and future skills and develop talent management plans to identify, grow or acquire organizational capabilities including effective succession planning and new talent development schemes. Conducted performance consulting analysis, solution recommendation for performance problems, and developed the Performance Management process based on OKRs system, on continuous feedback and team appraised and linked it to Innovative rewards system. Lead the creation and execution of a corporate learning strategy that develops and retains highly talented and skilled people in an increasingly competitive market. Delivered Leadership and Management courses for HR executives and Senior Management Executives



● Head of HR

Quantum Group | Oct 2012 - Oct 2015

> Responsible for senior level decision making whilst overseeing day to day management by facilitating strategic direction to the organization over HR processes at Group's Companies based in Lebanon and covering our team in the MENA region. HR team size : 4 persons > Prominent Projects: Developed successfully and delivered strategic priorities and plans while having a full understanding of organizational strategies and goals and an ability to work closely and credibly with stakeholders across the organization to deliver the required HR strategy. Worked with the VPs to manage the talent review process to track progress and support succession planning across the organization including identifying key talent gaps Assumed the lead for the overall People Obsessed strategy to improve our employee's overall experience through corporate values cultural audit using Barret methodology. Supported the VPs to take the HR function to the next level by ensuring that it is leveraging the latest in best practices and technology Worked as partners with our leaders/VPs and employees in improving the employee and client experience through all aspects related to talent development with the goal of always improving our organizational effectiveness. Developed and delivered an approach to talent acquisition that ensures that Quantum has the diversity, skills and talent to compete in all the varied talent markets it operates within (Digital Communication, User Experiences Developers ,etc) Lead the development of the employer brand and EVP to creatively and genuinely enhance Quantum as an employer of choice, as well as developing an engaging induction and on-boarding experience.



● Development Consultant

KT Management | Sep 2009 - Oct 2012

> HR consultant for Luxury Local Companies: Stellar in managing overall HR operations for various clients across sectors including Manufacturing, Logistics & Distribution, Luxurious Fashion Retail, Training Services, Hospitality Management, Construction & Civil Engineering and Pharmaceutical. HR team size : 3 persons > Prominent Projects: Strategic HR processes Development for the company's vision, mission, values and strategic intent. C&B policy and procedures development based on recommended reward strategy. Organization Redesign & Job Analysis, & KPIs for critical activities Development of Performance Management Systems, and several HR processes including recruitment, training and development. Management Development Training Launching of social climate survey along with action plan

- **HR Director**

Inkript/ressource Group Holding | Sep 2006 - Sep 2009

> Overall ownership for handling the entire gamut of HR functions related to Human Resource Management right from the staff recruitment, confirmation process, and promotion process and exit management for a 500+ employee. . HR team size : 11 persons > Prominent Projects: Partnered closely with key stakeholders across the HR function to diagnose strengths and opportunities across the employee lifecycle impacting employee engagement Consistently reporting on culture and engagement; current state, projections and recommendations to the Senior Leadership Team Developed a 4 year plan along with the OD/change action plan in order to achieve and link the Values practices for the desired corporate culture and lead the development and delivery of a leadership development strategy to improve leadership capability, drive accountability and role model INKRIPT values and behaviors Accomplished HR Due Diligence for future mergers and acquisitions (GCC, Asia) Developed strategic succession plans based on the competency management process and the performance management process, ensuring 45% of talented employees have a succession plan

- **HR Manager**

Food & drug Cooperation | Apr 2005 - Sep 2006

> Managed HR functions for 300 employees and successfully re-engineered the performance management system in the MBO process with reward management process. HR team size : 4 persons > Prominent Projects: The selection and interview processes reengineered Project manager for Oracle HRIS implementation (performance management, recruitment and Training modules) Launching of social climate audits Development of competence reference model.

- **HR Development Consultant**

Tssp (Telecom | Jan 2003 - Sep 2004

> Instrumental in developing a strategy and actions plans to improve the training process for TSSP project, which is funded by the European Commission for supporting the Syrian Telecom Establishment and developing its capabilities. Project Team Size: 16. > Prominent Projects: New the Training Programs Curricula Developed a strategy and actions plans to improve the Training process Successfully created pedagogical approaches and methods, and instruction techniques and tools for the Train the Trainer process for training to over 175 Trainers. Developed E-learning communities in STE by proposing a Knowledge Management strategy based on a pilot project. > UNDP programs for IDAL in HR, Beirut, Lebanon, 120 man-days. Project Team Size: 3. > Prominent Projects: Development of competency based interview process Audit of the actual recruitment process along with improvement plans Recruitment of 13 main engineer positions.

- **Training & Development Manager**

Formerly France Telecom Mobile | Jan 1995 - Jan 2003

> Managed Training & Development function for 400 employees reporting to the HR director in Lebanon and dotted line to t Orange/FT Regional training Director HR team size : 1 person > Prominent Projects: Train the Trainer' process development & Development of induction courses for individual job families. Project management of "Expatriates as Trainers" for Yemen and Jordan mobiles. Implementation of 'People Soft - Version 8'. Project management of 'Developing the leadership skills in FTML' for 40 managers in collaboration with Kepner Tregoe, Development of 'Management Portfolio' for all intermediate managers based on the competency framework. Launching with the HR team a 'Social Attitude Survey' to measure different aspects of staff perceived HR.

Education & Training

1999

- **Ecole superieure des affaires**

MBA, Business

