

# Shahdad Shabani, Ph.D

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## **Shahdad Shaabani, Ph.D.**

*Management Consultant on HRD & Strategic Planning*

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www.wimco.ir

Tehran, Iran



## **Introduction**

I am an experienced Manager who has the ability and knowledge of all the best HR practices and policies, and who knows how to effectively apply them in the workplace. I have first-hand experience of managing and developing HR teams, which can positively enhance recruitment campaigns. One of my greatest strengths is being able to ensure that an organization employs the right balance of staff in terms of skills and experience. On top of this I have excellent organizational skills, coupled with an ability to create at all levels of the HR organization a highly engaged workforce.

I also have a great deal of experience in strategic planning development for large corporation in both public and private sector. Besides, I have my unique methodology to put strategic objectives into practice through short-term operational plans.

On a more personal level, I am so energetic so I can engage with stakeholders from all backgrounds. Furthermore, I am self-motivated and a critical thinker and get along well with people at all levels. I also have great presentation skills, seek out new responsibilities irrespective of reward and recognition, and strive for quality in everything I do.

## **EDUCATION**

Oct. 2006 - Oct. 2013

**Ph.D.** in Leadership

**UIBS**, Brussels, Belgium

**Dissertation:** "The study of the effect of cultural

Components on the leadership style in Iranian Organizations"

## **Professional Abilities**

**Strategic Planning**      Able to develop, implement and manage strategic plans such as: selecting and preparing planning committees, developing vision and mission statements, identifying culture and developing organizational values, defining strategic goals, identifying core strategies, developing performance standards, etc.

### **Strategic Planning Implementation**

Able to implement strategic plans in the organization, such as: organizing and preparing planning teams, developing operational plans, individual goal setting, controlling the implementation of the programs, predicting, collecting and presenting effective and timely reports on the progress of the plans, developing electronic controlling systems, etc.

### **Structure and Jobs Development**

Able to develop organizational structures, which fit their goals and visions, developing job description and job specification.

### **Processes Improvement**

Able to develop work processes, identifying and developing process networks, executive guidelines and developing effective administrative forms for data collection.

### **Human Resource Management**

Able to develop, implement and manage effective and efficient human resource system, based on new models such as: PCMM model. Developing recruitment system and employing human resources, performance assessment system, training and empowerment system, payroll system, talent management system, etc.

### **HR Training and Talent Management**

Able to develop, implement and manage plans to train and empower human resources such as: setting training requirements of managers and employees, developing effective plans to empower employees, developing talent management system, substitution and improving human resources.

### **Public Relation Management**

Able to launch and manage public relations of organizations such as: diagnostic systems, organizing and effective management of external relations, identifying and effective management of power networks outside of the organization, identifying, organizing and managing media sponsors of the organization. Assisting to have an internal organizational integration through identifying and effective reflection to the expectations of stakeholders, predicting and taking advantage of internal media in order to integrate employees with organizational objectives.

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## Professional Experience (Public Sector)

2015 – Present	<b>Ministry of Interior Affairs</b> , Tehran Governor, Iran <b>Project manager</b> on identify Tehran investment opportunities
2014 – Present	<b>Ministry of Energy</b> , Khuzestan, Iran <b>Advisor to CEO</b> on HRD & Strategic Planning
2013 - Present	<b>Ministry of Interior Affairs</b> , center for Information Technology, Iran <b>Advisor to CEO</b> on Strategic Planning
2012 - Present	<b>Ministry of Energy</b> , deputy office of electricity, Iran <b>Strategic Committee Member</b> on human resource development
2012 - 2012	<b>Ministry of Interior Affairs</b> , municipality department, Iran <b>Advisor to CEO</b> , responsible for running the urban studies university
2011 - 2013	<b>Ministry of Interior Affairs</b> , center for administrative reform, Iran <b>Advisor to CEO</b> on administrative reform
2011 - 2011	<b>Ministry of Interior Affairs</b> , center for strategic studies and training, Iran <b>Advisor to CEO</b> , founder of university of urban studies
2010 - 2010	<b>Office of President</b> , deputy of human resource development, Iran <b>Member of recruitment and welfare committee</b>
2007 - 2008	<b>Office of President</b> , deputy of planning and supervision, Iran <b>Member of administrative systems committee</b>
2007 - 2008	<b>Tehran Municipality</b> , center for studies and planning, Iran <b>Member of strategic planning committee</b>
2007 - 2008	<b>Tehran Municipality</b> , center for studies and planning, Iran <b>Member of strategic human resource committee</b>
2005 - 2012	<b>Ministry of Energy</b> , deputy office of electricity, Iran <b>Member of consultant committee</b> of managers' assessment center
2005 - 2008	<b>Management and Planning Organization</b> , Iranian productivity center <b>Advisor to CEO</b> , planning committee member
2002 - 2004	<b>Judiciary</b> , the presidency department, Iran <b>Advisor to CEO</b> on performance appraisal theme
2003 - 2004	<b>Mahab Ghods Consulting Engineers</b> , Iran <b>Advisor to deputy manager</b> of planning on administrative reform theme

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2001 - 2002	<b>Judiciary</b> , deputy of research and training, Iran <b>Advisor to deputy manager</b> in organizing judicial meetings
1997 – 2000	<b>Boutan Industry Co.</b> , Tehran, Iran <b>Human Resource Development Manager</b>
1997 – 1996	<b>Ghazvin Glass Co.</b> , Ghazvin, Iran <b>Human Resource Specialist</b>
1994 – 1997	<b>Khouzestan Steel Co.</b> , development deputy Khouzestan, Iran <b>Officer of contraction affairs</b>
1992 - 1995	<b>Ministry of Energy</b> , Khouzestan electricity and water organization, Iran <b>Member of Consultant Committee</b> in human resource development theme
1992 - 1995	<b>Ministry of Oil</b> , deputy of sea production, Iran <b>Member of Consultant Committee</b> in human resource development theme

### **Professional Experience (Private Sector)**

2015 – Present	<b>Iranopp Co.</b> , Tehran, Iran <b>Founder and chairperson of the board</b>
2015 – Present	<b>Eghtesad Iranian Co.</b> , Tehran, Iran <b>Advisor to CEO</b> on HRD & Strategic Planning
2015 – Present	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Advisor to CEO</b> on HRD & Strategic Planning
2012 – Present	<b>Farabi Brokerage Co.</b> , Tehran, Iran <b>Human Resource Manager</b> , and advisor to CEO
2012 – Present	<b>Poil Co.</b> , Tehran, Iran <b>Advisor to CEO</b> on human resource development
2012 – Present	<b>Institute of New Chemistry Technologies</b> , Tehran, Iran <b>Founder and chairperson of the board</b>
2008 – Present	<b>World Class Iranian Society</b> , Tehran, Iran <b>Founder and Chairman of the board</b>
2008 – Present	<b>Shahdad Publication</b> , Tehran, Iran <b>Founder and Chairman of the board</b>
2005 – Present	<b>Association of publishers of Iranian University Books</b> , Tehran, Iran <b>Founder and board member</b>

2004 – 2008	<b>Kanoon Farhangi Amoozesh</b> , Tehran, Iran <b>Advisor to Managing Director</b>
2002 – Present	<b>Tafakore-e Nab Research Co.</b> , Tehran, Iran <b>Founder and managing director</b>
2002 – Present	<b>Sanjesh Aval Publications</b> , Tehran, Iran <b>Founder and Managing Director</b>
2001 – Present	<b>Sanjesh Aval Educational and Cultural Institute</b> , Tehran, Iran <b>Founder and Managing Director</b>

## Teaching Experience

2014 – Present	<b>Bahar Business School Tehran</b> , Iran <b>DBA &amp; MBA courses</b>
2015 – 2015	<b>Ministry of Energy</b> , Khuzestan, Iran Chang management
2011 – 2012	<b>Ahvaz Municipality Khuzestan</b> , Iran Management development and effective communication techniques
2005 – 2005	<b>Shahid Beheshti University</b> Tehran, Iran Organizational behavior and effective communication techniques
2003 – 2005	<b>Azad University Tehran</b> , Iran Organization and planning principle, organizational behavior management, Human resource management
2003 – 2004	<b>Tehran Municipality</b> , Tehran, Iran Management courses
2002 – 2003	<b>Agriculture Ministry</b> , Tehran, Iran Organizational behavior management, effective communication techniques, Strategic planning
2000 – 2014	<b>Private Companies</b> , Tehran, Iran Management courses

## Publications

- 2015                    **“How to be an even better manager”**, Michel Armstrong  
Translator(s): Shahdad Shabani, Javad Khazaei  
World Class Iranian Publication
- 2015                    **“Key Management Models”**, Marcel Van Assen  
Translator(s): Shahdad Shabani  
World Class Iranian Publication
- 2015                    **“401 questions every entrepreneur should ask”**, J.M Silvestre  
Translator(s): Shahdad Shabani  
World Class Iranian Publication
- 2015                    **“The strength toolbox 2 (How to Make a Super team)”**, Mike Pegg  
Translator(s): Shahdad Shabani  
World Class Iranian Publication
- 2015                    **“The strength toolbox 3 (Sharing your Knowledge)”**, Mike Pegg  
Translator(s): Shahdad Shabani  
World Class Iranian Publication
- 2015                    **“Governance in simple terms”**, Shahdad Shabani  
World Class Iranian Publication
- 2015                    **“Governance in simple terms”**, Shahdad Shabani  
World Class Iranian Publication
- 2014                    **“Management Guide to Negotiation”**, Kate Keenan  
Translator(s): Shahdad Shabani, Javad Khazaei  
World Class Iranian Publication
- 2014                    **“Management Guide to Running Meetings”**, Kate Keenan  
Translator(s): Shahdad Shabani, Javad Khazaei  
World Class Iranian Publication
- 2014                    **“Management Guide to Solving Problems”**, Kate Keenan  
Translator(s): Shahdad Shabani, Javad Khazaei  
World Class Iranian Publication
- 2014                    **“Management Guide to Negotiation Audio Book”**, Kate Keenan  
Translator(s): Shahdad Shabani, Javad Khazaei  
World Class Iranian Publication
- 2014                    **“Management Guide to Running Meetings Audio Book”**, Kate Keenan  
Translator(s): Shahdad Shabani, Javad Khazaei  
World Class Iranian Publication

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- 2014                    **“Management Guide to Solving Problems Audio Book”**, Kate Keenan  
Translator(s): Shahdad Shabani, Javad Khazaei  
World Class Iranian Publication
- 2014                    **“Management Guide to Solving Problems”**, Marcel Van Assen  
Translator(s): Shahdad Shabani  
World Class Iranian Publication
- 2012                    **“The strength toolbox 1 (How to Excel yourself)”**, Mike Pegg,  
Translator(s): Shahdad Shabani, Ahmad Shabani-fard  
Shahdad Publication
- 2013                    **“How to sell yourself”**, Rey Gross  
Translator(s): Shahdad Shabani, Gholam-Reza Kiyamehr  
Shahdad Publication
- 2011                    **“Focus (The Power of Target Thinking)”**, Jorgen Wolf  
Translator(s): Shahdad Shabani, Shoka Mir-Agha  
Shahdad Publication

### Articles

- 2012                    **Productivity Improvement through 20/80 Law**  
Donyaye Eghtesad Newspaper
- 2011                    **The Effect of ... In the Success of Organization**  
Donyaye Eghtesad Newspaper
- 2009                    **Productivity Improvement in Public Organizations (APQC Model)**  
Weekly Journal of Management and Planning Organization
- 2009                    **Behavioral Productivity Improvement Model in Public Organizations**  
Weekly Journal of Management and Planning Organization
- 2008                    **The People Capability Maturity Model (PCMM)**  
Weekly Journal of Management and Planning Organization
- 2008                    **Utilizing BSC Model in Public Organizations**  
Weekly Journal of Management and Planning Organization
- 2007                    **Productivity & Quality Improvement Model**  
Journal of Economy and Life
- 2007                    **The Importance of Human Capitals in National Productivity**  
Journal of Economy and Life

- 2006                    **The People Capability Maturity Model (PCMM)**  
Journal of Economy and Life
- 2006                    **Partisan Marketing from Theory to Practice**  
Journal of Economy and Life
- 2004                    **Partisan Marketing**  
Journal of Marketing
- 2004                    **Virtual Organizations**  
Iran Newspaper
- 2003                    **Civic Violation and Ways to manage it**  
Iran Newspaper
- 2003                    **Ethical Standards in Global Markets**  
Iran Newspaper
- 2003                    **Stress**  
Iran Newspaper

**CONFERENCES**

- 2015                    **Entrepreneurship International Conference, Tehran, Iran**  
**Member of executive committee**
- 2014                    **New Technologies in Management National Conference, Tehran, Iran**  
**Member of executive committee**
- 2014                    **Non-Governmental Organization National Conference, Tehran, Iran**  
Speech title: **“Iranian civil participation law (NGOs) - Ministry of Interior Affairs”**
- 2011                    **Talent Management National Conference, Tehran, Iran**  
Speech title: **“the role of assessment centers and management Development in organizational development (A & D Center)”**
- 2008                    **International Conference- Tehran municipality, Iran**  
Speech title: **“planning in public organizations”**
- 2008                    **International Conference- Tehran municipality, Iran**  
Speech title: **“solutions for developing civic sports”**



## Memberships

2014 – Present	<b>The World Bank</b> Volunteer member
2014 – Present	<b>UNESCO</b> Volunteer member
2014 – Present	<b>Work Force Institution</b> Associate member
2014 – Present	<b>International Labor Organization</b> Volunteer member
2013 – Present	<b>World Class Iranian Society</b> Chairperson and Member of the Board
2013 – Present	<b>Iranian University Textbooks Publishers Association</b> Member of the training and development group
2010 – Present	<b>Iranian University Textbooks Publishers Union</b> Member of the union
2005 – Present	<b>Iranian University Textbooks Publishers Association</b> Member of the board
2005 – Present	<b>Iranian Public Relation Association</b> Member of association

## Research Projects

2015	<b>Ministry of Interior Affairs</b> , Tehran Governor, Iran <b>Project manager</b> on identify Tehran investment opportunities
2015	<b>The World Bank</b> Doing Business Research Project ( 2016 )
2015	<b>Ministry of Energy</b> , deputy of electricity and water, Khuzestan, Iran <b>Developing Performance Management System</b>
2015	<b>Ministry of Energy</b> , deputy of electricity and water, Khuzestan, Iran <b>Diagnostic Theme and Re-designing Organizational Chart</b>

2015	<b>Ministry of Energy</b> , deputy of electricity and water, Khouzestan, Iran <b>Developing Job Description and Job Specification</b>
2015	<b>Ministry of Energy</b> , deputy of electricity and water, Khouzestan, Iran <b>Business process re-engineering</b>
2015	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Developing Strategic and Operational Plan</b>
2015	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Job Diagnostic and Job Satisfaction Theme</b>
2015	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Diagnostic Theme and Re-designing Organizational Chart</b>
2015	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Developing Job Description and Job Specification</b>
2015	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Developing Recruitment System</b>
2015	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Developing Performance Assessment System</b>
2015	<b>Pars Idea Bonyan Brokerage Co.</b> , Tehran, Iran <b>Developing Employees' Empowerment System</b>
2014	<b>Ministry of Energy</b> , deputy of electricity and water, Khouzestan, Iran <b>Developing Performance Management System</b>
2014	<b>The World Bank</b> Doing Business Research Project ( 2015 )
2014	<b>Ministry of Energy</b> , deputy of electricity and water, Khouzestan, Iran <b>Developing Strategic and Operational Plan</b>
2014	<b>Ministry of Energy</b> , deputy of electricity and water, Khouzestan, Iran <b>Systematic/Managerial and Cultural Diagnostic Theme</b>
2014	<b>Farabi Brokerage Co.</b> , Tehran, Iran <b>Developing Strategic and Operational Plan</b>
2014	<b>Farabi Brokerage Co.</b> , Tehran, Iran <b>Job Diagnostic and Job Satisfaction Theme</b>
2014	<b>Farabi Brokerage Co.</b> , Tehran, Iran <b>Diagnostic Theme and Re-designing Organizational Chart</b>

2014	<b>Farabi Brokerage Co., Tehran, Iran</b> <b>Developing Job Description and Job Specification</b>
2014	<b>Farabi Brokerage Co., Tehran, Iran</b> <b>Developing Recruitment System</b>
2014	<b>Farabi Brokerage Co., Tehran, Iran</b> <b>Developing Performance Assessment System</b>
2014	<b>Farabi Brokerage Co., Tehran, Iran</b> <b>Developing Employees' Empowerment System</b>
2012	<b>The Ministry of Interior Affairs, center for administrative reform, Iran</b> <b>Developing Strategic and Operational Plan</b>
2012	<b>The Ministry Energy, Markazi Province, Iran</b> <b>Talent Management Theme</b>
2012	<b>The Ministry Energy, Hormozgan Province, Iran</b> <b>Talent Management Theme</b>
2012	<b>The Ministry of Interior Affairs, Deputy of Research and Training, Iran</b> <b>Developing Strategic Plan</b>
2011	<b>The Ministry of Interior Affairs, Deputy of HR Development, Iran</b> <b>Developing Operational Plan</b> to implement grand policies
2009	<b>The Office of President, Deputy of Strategic Planning, Iran</b> <b>Developing The 3rd Development Plan</b>
2009	<b>Tehran Municipality, Center for research and planning, Iran</b> <b>Developing Strategic and Operational Plan</b>
2009	<b>The Ministry Energy, Azerbaijan Province, Iran</b> <b>Talent Management Theme</b>
2009	<b>The Ministry Energy, Tehran Province, Iran</b> <b>Talent Management Theme</b>
2008	<b>Management and Planning Organization, Center for productivity</b> <b>Developing Strategic Plan</b>
2008	<b>The Ministry Energy, Fars Province, Iran</b> <b>Talent Management Theme</b>
2008	<b>The Ministry Energy, Khorasan Razavi Province, Iran</b> <b>Talent Management Theme</b>

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- 2006 **Judiciary**, The management department, Iran  
**Developing Performance Assessment System**
- 2006 **The Ministry Energy**, Kerman Province, Iran  
**Talent Management Theme**
- 2005 **The Ministry Energy**, Esfahan Province, Iran  
**Talent Management Theme**
- 2004 **Judiciary**, Deputy of research and training, Iran  
**Organizing Judicial Meetings**
- 2002 **The Ministry Roads and Urban Development**, Rail way deputy, Iran  
**Re-engineering of welfare processes**
- 1999 **Boutan Industry Co.** Tehran, Iran  
**Engineering Training and Research Theme**
- 1998 **Boutan Industry Co.** Tehran, Iran  
**Identifying Cultural Components and Organizational Norms**
- 1995 **The Ministry of Oil**, Iranian Offshore Company, Tehran, Iran  
**Identifying Cultural Components of the Organization**
- 1995 **The Ministry of Energy**, Khuzestan water and electricity Organization  
**Job Diagnostic Survey**
- 1995 **The Ministry of Energy**, Khuzestan water and electricity Organization  
**Identifying Cultural Components of the Organization**
- 1994 **The Ministry of Oil**, Iranian Offshore Company, Tehran, Iran  
**Job Diagnostic Survey**
- 1994 **The Ministry of Energy**, Tehran Province, Iran  
**Studying Psychological Pressures of Employees**
- 1993 **The Ministry of Oil**, Iranian Offshore Company, Tehran, Iran  
**Studying Psychological Pressures of Employees**
- 1993 **The Ministry of Energy**, Khuzestan water and electricity Organization  
**Studying the Leadership Styles**

## Awards & Acknowledgements

- 2016 **The World Bank**  
**Was awarded for** Doing Business Research Project ( 2016 )
- 2015 **The World Bank**  
**Was awarded for** Doing Business Research Project ( 2015 )
- 2012 **The Ministry of Interior affairs**, Municipalities organization, Iran  
**Was awarded for** Establishment of Urban Management University
- 2012 **The Ministry of Interior affairs**, center for administrative reform, Iran  
**Was awarded for** participating in E-government theme and developing administrative reform plans
- 2011 **The Ministry of Interior affairs**, research and training center, Iran  
**Was awarded for** developing strategic and operational plans of the center
- 2009 **Maykenbel Property Management Co.**, London, England  
**Was awarded for** developing executive processes and work instructions
- 2008 **Kanoon Farhangi Amoozesh**, Tehran, Iran  
**Was awarded for** developing executive processes and work instructions
- 2007 **Asian Productivity Organization**, Kuala lumpur, Malaysia  
**Was awarded for** active attendance in implementation of strategic planning course in Malaysia
- 2006 **Iranian University Textbooks Publishers Association**, Tehran, Iran  
**Was awarded for** active participation in running, organizing and developing the activities of the association
- 2005 **The Judiciary**, Tehran, Iran  
**Was awarded for** developing the first standard system and performance appraisal software in justice offices of the country
- 2004 **Sanjesh Aval Educational and Cultural Institute**, Tehran, Iran  
**Was awarded for** developing and producing the first distance learning packages in Iran
- 2003 **The Judiciary**, Tehran, Iran  
**Was awarded for** developing the process and production of the software for organizing the judicial meetings of justice offices
- 2002 **Sanjesh Aval Educational and Cultural Institute**, Tehran, Iran  
**Was awarded for** developing and producing of the first standard university textbooks

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- 2000                    **Boutan Industry Co.**, Tehran, Iran  
**Was awarded for** developing, Managing and Implementing new themes in empowerment of human resources
- 1998                    **Boutan Industry Co.**, Tehran, Iran  
**Was awarded for** active participation in strategic planning committee in implementation of strategic plan
- 1998                    **Boutan Industry Co.**, Tehran, Iran  
**Was awarded for** active participation in organizational behavior reform committee as the chairman of the committee
- 1997                    **Boutan Industry Co.**, Tehran, Iran  
**Was awarded for** active participation in strategic planning committee and developing operational plans
- 1996                    **The Ministry of Oil**, Iranian Offshore Company, Tehran, Iran  
**Was awarded for** active participation in diagnostic survey in southern islands
- 1996                    **The Ministry of Energy**, Khuzestan electricity and water organization  
**Was awarded for** active participation in more than 10 organizational research themes
- 1995                    **Azad University**, Iran  
**Was awarded for** publishing the first university students newspaper
- 1994                    **Azad University**, Iran  
**Was awarded for** conducting the first university performance diagnostic survey
- 1993                    **The Ministry of Culture**, Tehran, Iran  
**Was awarded for** the best film in “Youth Film Festival”
- 1993                    **The Ministry of Culture**, Tehran, Iran  
**Was awarded for** the best Director in “Youth Film Festival”
- 1993                    **The Ministry of Culture**, Tehran, Iran  
**Was awarded for** the best Montage in “Youth Film Festival”
- 1993                    **The Ministry of Culture**, Tehran, Iran  
**Was awarded for** the best Scenario “Youth Film Festival”
- 1993                    **Steel Company**, Khuzestan, Iran  
**Was awarded for** the active cooperation in managing more than 2500 contraction cases