

**Name :** Dr. Medhat Moustafa Ragheb

**Nationality:** Egyptian

**Profession:** Senior Human Resources Dev.  
Management & Planning Consultant/Trainer

**Key Qualifications:**

A long career in the field of consulting and training in strategic planning, HRM, organizational development covering strategic management, organization structures, job descriptions, procedures, job analyses, evaluation, performance appraisal and human resources strategic development.

In 1999-2000, involved in restructuring the Arab Bank for Economic Development in Africa (BADEA) in Kartoum-Sudan, and the organisation and human resources management (institutional strengthening project (ISFNB)) of 5 branches of potable water authorities in Yemen, in these branches Dr. Ragheb conducted an attitude change for department heads from governmental to entrepreneurial attitude and was responsible for human resources development in which he designed & conducted a large number of training programs and workshops for both senior, middle & supervisory levels.

In 2000, Dr. Ragheb participated in a privatization project of two oil & detergent companies in Egypt in which he was responsible for the human resources audit & planning.

In 2001, Dr. Medhat Ragheb participated in the Local Water Corporation & Sanitation Sanaa Project (LWCSS) in which he shared in the study of streamlining over staffing & how to reduce the number of staff and suggested the strategic for compensation packages for the redundant employees, conducted training needs assessment.

In 2000-2001, Dr. Ragheb was selected by the British Council to set human resources strategy to train senior managers of all Ministries in Yemen such as Ministry of planning & development, finance, civil services and others to assess, design & conduct training programs & coaching field projects for these senior managers.

From 2001-2003, Dr. Ragheb participated in the long human resources development project delivered by GTZ-HRD 2&3 for water & sanitation sector in Yemen. He designed management training modules, trained the trainers and conducted a training needs assessment study for this sector.

Designed and executed a wide spectrum of management training programs covering the various personnel functions, organizational development and managerial and behavioral skills with specific emphasis on strategic planning job descriptions, job classification and job evaluation. Long academic and field career in Business Administration and Management Sciences. Served as

researcher, lecturer and assistant professor in universities in USA, Egypt and the Arab World and taught in hundreds of seminars and workshops. Provided consulting services to academic and business building and developing the negotiation team establishments in the fields of job and employee evaluation, manpower development and institutional organization and support. Designed and executed workshops and seminars in the fields of strategic management international trade, export promotion, feasibility study, report writing time management and negotiation skills.

In 2003, Dr. Ragheb worked as an HRM consultant for civil service reform project in Shabwa – Yemen. He started his assignment by a training needs assessment study & designed compensation, incentive and performance appraisal system. In addition, he conducted a manpower planning task.

#### **Education:**

- ♦ Ph.D., Business, The Graduate School, The City University of New York, USA & Cairo University, 1987
- ♦ Master of Business Administration, Baruch College, The City University of New York, USA, 1982
- ♦ Master of Science in Management, North Carolina State University, Raleigh, North Carolina, 1978
- ♦ Master of Science in Business Admin. Cairo University, 1974
- ♦ Bachelor Degree in Business Administration with Honor Degree, Faculty of Commerce, Cairo University, 1967

#### **Experience Record:**

**1993 - Present** : Senior Human Resources Development Consultant/Trainer - Team

Responsible for organisation and restructuring & human resources management consulting and training assignments for clients in Egypt and all over the Arab world.

In 1999-2000, involved in restructuring the Arab Bank for Economic Development in Africa (BADEA) in Kartoum-Sudan, and the organisation and human resources management (institutional strengthening project (ISFNB)) of 5 branches of potable water authorities in Yemen, in these branches Dr. Ragheb conducted an attitude change for department heads from governmental to entrepreneurial attitude and was responsible for human resources development in which he designed & conducted a large number of training programs and workshops for both senior, middle & supervisory levels.

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In 2001, Dr. Ragheb participated in the long human resources development project delivered by GTZ-HRD 2&3 for water & sanitation sector in Yemen. He designed management training modules and trained the trainers.

Designed & executed a large number of training programs in organization development, HRM, and HRD.

**1990 - 1993** : Assistant Professor, Business Administration Department, Faculty of Commerce, Cairo University and part time instructor with Team, subjects include Organizational Behavior and Management (e.g. Effective Leadership and Supervision, Communication and Career Planning).

**1989 - 1990** : Assistant Professor, Business Department, Om Dorman Islamic University, Sudan.

**1987 - 1990** : Business Department, Faculty of Commerce, Cairo University.

**1980 - 1986** : Research Assistant, management and Psychology Department, Baruch College, The City University of New York.

**1976 - 1981** : Visiting Lecturer, Department of Business, Brookdale Community College, New Jersey, USA.

**1975 - 1976** : Assistant Lecturer, Business Administration Department, Faculty of Commerce, Cairo University.

**1967 - 1974** : Instructor - Business Administration Department, Faculty of Commerce, Cairo, University.

#### **Training Experiences:**

Conducting the joint City University of London and Team M.M.B.A. seminars in the area of:

- ◆ Negotiation Skills.
- ◆ Human Resources Management.
- ◆ Organizational Behavior.
- ◆ Learning Organization.

### **Training Subjects:**

- ✦ Training of Trainers
- ✦ Strategic management and planning
- ✦ Report Writing
- ✦ Negotiations Skills
- ✦ Negotiations Teams Building
- ✦ Negotiations Strategies, Tactics, and plays
- ✦ Communication Skills
- ✦ Effective Supervisory Skills
- ✦ Crisis Management
- ✦ Creative Thinking
- ✦ Personnel Management and Human Resources Development.
- ✦ Team Building
- ✦ Time Management
- ✦ Leadership
- ✦ Stress Management
- ✦ Dealing with Others Skills
- ✦ Creative Thinking & Innovation