## Curriculum Vitae

### Syed S. Husaini

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**Summary of Professional Experience** syedny@yahoo.com

Over 17 years of Professional Experience in Strategic HR Management, implementation of HR systems and training. Have been developing Talent Management Programs & delivering training programs to large audiences. Have re-structured organizations to optimize employee performance and enhance profitability.

A results-oriented professional with proven leadership and success in HR strategy & Operations as evidenced by the diversity of responsibilities entrusted to me.

Most activities have been undertaken with a view to developing best in class HR Strategies which complement business growth and profitability. Possess extraordinary strengths in: strategic HR development and implementation especially, Talent Management and retention. Successfully lead and managed change, organizational development and diversity coupled with a strong value system to translate employee performance, Quality and productivity into organizational business results.

* Provide leadership and management of the Finance department, and development of junior managers
* Develop and maintain relationships with existing and potential capital providers to continually improve velocity and cost of capital
* Lead and manage a deal team responsible for due diligence, modeling, documentation, closing and funding transactions to established timelines
* Attendance at monthly project management meetings and driving financial performance of projects
* Ensuring that project managers have access to and understand how to use the standard PeopleSoft project financial reports
* Support the Treasury Leadership team in managing key banking/financial relationships and developing new relationships as necessary
* Review and sign off on payment schedules for new projects ensuring positive cash flow.

**Specialization:** Management, succession planning, Performance Evaluation using the balanced scorecard. Core competencies include People Management, skills training and Lean HR operating systems implementation. Aligning overall HR strategies and staffing plans with the business.

**Trainer for:**

* + - * *Strategic HR Systems implementation (Including User Policy and Technology)*
      * *Six Sigma for quality improvement*
      * *Succession and Staff Development planning*

#### **Work History**

## .April 2009 – November 2018: Lead Consultant, Husoft Systems, Doha Qatar

* Major assignments included Talent Management, creation of retention strategies for performing staff, and assessment of new incumbents. Delivered training on HR Policies and Performance Planning and job evaluation. Organizational design and creating structures were additional components of the assignment. Structuring the HR function for optimizing business growth and profitability by developing generalists & specialists. Developed direct relationship with customer CIO and CFO providing weekly budget and forecast reviews.
* Directly managed onshore and offshore finance staff, ensuring annual department goals were detailed and monthly deliverables were timely met
* Managed all channel, 3rd party vendor and contractor relationships with extensive cost take out actions.
* Prepared and analyzed financial reports for the monthly close process and utilized the analysis for related financial presentations to senior management
* Advised department executives on spending variances, providing budget analytics and strategic solutions for cost control

Trainer for Six Sigma quality, strategic cost management and service excellence.

Drove a team of 12 for Compensation and benefits planning, budgeting and career planning for succession across the Middle East.

***Other key areas of activity included:***

*Development of HR Manuals and processes, policies and procedures*

*HR systems automation and payroll processing*

*Career Planning and Performance/Potential assessment*

**Organizational Development Specialist & Trainer (LCC, McClean, Virginia)**

Organization design and development, Re-engineering, service quality improvement and diversity management programs. Develop and Implement career management and succession planning processes, Compensation and Benefits Systems. Develop Organizational structures and reporting lines, HR Policies and Procedures, Performance Management Systems & Processes. Train Supervisors on Appraising techniques, Competencies and Skills building.

### Mobilink GSM,

### General Manager, Human Resources and Operations

### 1999 – 2006

As Head of HR, tasks remained focused on effectively developing the people dimension of the organization effort to ensure a high quality of human resources that deliver value across all functions. As head of operations, South, Engineering, Customer Services and revenue management remained major components of this additional role.

**Key Projects delivered:**

* *Developed 14 cross-functional teams for business process improvement.*
* *Responsible for pricing, automation, collection and training*
* *Responsible for Franchise Set up, recruitment and Training on Systems*
* *Responsible for Managing high yield accounts directly and through Franchisees*
* *Set up a distribution network of 55 Franchises in Karachi, Hyderabad and Baluchistan*
* Instrumental in driving key business processes such as costing, forecasting, cost reduction tracking, variance and analysis, capital budgeting and planning
* Researched and evaluated companies suitability for loans
* Managed office payables/receivables, payroll, and budgeting activities
* Developed revenue/expense analysis, projections, reports, and project presentations
* Increased investment production by 60% for assigned areas
* Received numerous recognition awards for sales and of investment products and services

# **Gulf Commercial Bank,** HR Consultant 1998 – 1999

* Developed and implemented a comprehensive performance Management System aligning key organizational dimensions to individual goals and objectives.
* Implemented Career Management and Succession Planning process, Recruitment and Orientation and Placement Standards. Introduced Job Evaluation and Bench Marking for all critical positions across the Bank. Developed position descriptions for all key positions with benchmarks and critical skill analysis. Revised all HR policies and procedures.
* Responsible for helping form and drive process improvement teams to re-visit existing processes for cycle time reduction, elimination of service defects using Six Sigma. Trained front line and support staff on service quality improvement.

# **Citibank NA, Pakistan, Resident Vice President** (HR Generalist) 1986 – 1998

* *Assignments included devising strategic HR initiatives for Pakistan. Responsible for managing a team of an out-sourced employee base approximately 600.*
* *Responsible for fixed and variable compensation and benefits programs, job grading, evaluation and bench marking.*
* *Career Development and Succession Planning comprised an integral part of the Generalist portfolio provided individual career guidance and development plans for all top 30 % ers. Implemented Quality Concepts across the Bank through trainings, using Six Sigma. Designed and implemented new HR policies, Employee Benefit and Reward Programs. Coordinated the Annual and Intern Goal Setting and Appraisal Process bank-wide. Coordinated all overseas placements of expatriates.*
* *Drove the Management Associate and Internship Programs. Developed and introduced functional rotation for mid-career hires, Management Associate and interns. Coordinated with managers for assessing staffing, training and development needs. Responsible for MIS development related to succession planning through the Talent Inventory Process. Job analysis and benchmarking of positions bank-wide.*

# **Training / Professional Development Programs attended**

* *Respect at Work “Train-the-Trainer”, Mumbai, India.*
* *Citibank HR Departmental Structuring for CEEMEA, Istanbul covering Talent Inventory Management, using HR Metrics. Interview Evaluation Techniques, Leadership Staffing and Pipeline Development, Career, Succession Planning and TNA.*
* *Six Sigma Quality trainer ( Six Sigma Group, Rugby, Birmingham)*
* *Training and employee development for People managers, Orascom, Cairo*
* *Hay Point Factor implementation, Hay HR Systems, London, United Kingdom*
* *Job Benchmarking and organizational design, Yale University, Connecticut*
* *Job Analysis and benchmarking, Citibank Training Center, Istanbul, Turkey*

**Date of Birth:**  July 13, 1961

**Education:** BA (Economics)

BS Economics, UC Berkeley

MS Strategic HR and Management, UC Berkeley

PhD Quality Management INSEAD, France