

# Gaith R. Hammad

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Entrepreneurial and futuristic Executive, with over 18 years of leading industry expertise in Strategic Organizational Development guided to enhance revenue growth and profitability while enhancing a productive work environment, and cost optimization. Influencer and Transformation architecture of world-class Human Capital Development offering building leadership capabilities to enhance business performance and resource optimization through applying sustainability, growth & expansion strategies in the Healthcare sector.

**BSC.** in Law from Jordan University-1998. **MBA** in Human Resources from the International University of America, London-2007

## AREA OF EXPERTISE

- ❖ Integrated Patient-centered care
- ❖ Efficiency & Effectiveness programs
- ❖ Value Based care
- ❖ CBAHI / JCIA Accreditation – Leadership Chapter
- ❖ Growth & expansion of multiple clinics
- ❖ Strategic HCM initiatives through applying international methodologies MERCER, HAYGROUP and Willis Towers Watson
- ❖ Proven capability in leading Organization re-structuring & optimization, improving organizational capabilities, ability to drive a performance-driven-culture in a multi-generational, globally diverse employee population operating in complex dynamic environments
- ❖ Optimizing Operational costs
- ❖ Revenue Cycle Management
- ❖ Tele-health
- ❖ Accessible Medical technology - ERP
- ❖ Workforce Well-being programs
- ❖ Transforming People Performance: Enhancing business efficiency through turning talent management into a tool of business transformation that advances strategy, and develops future leaders based on performance
- ❖ Broad business acumen, with strategic & analytical insight, financial awareness and the ability to leverage technology to shape the work environment

## EXPERIENCE

**Group Director – Strategy & Organizational Development at Faruk Group Holding.** Establishing and leading multi-disciplinary teams specialized in the following domains: Corporate Governance, Transformation, Organizational Development, Cost Optimization, Downsizing, Operating Models, Growth & Expansion Strategy, Strategic programs Unit, Investment Unit, Business & People Performance Management, Compensation & Benefits and Total Remuneration, Talent Mgmt. & Acquisitions, and Leadership Learning & Development.

Previously, I have also undertaken several leadership roles which were tasked with building human capabilities through building leadership capabilities, process excellence and workforce optimization for:

- **Group Director – Strategy & Organizational Development,** Faruk Group Holding, Kurdistan
- **Director Organizational Development,** International Medical Center, Jeddah
- **Director Organizational Effectiveness,** Dr. Sulaiman AlHabib Medical Group, Riyadh
- **Senior Consultant,** Hay Group, Riyadh
- **Corporate HR Business Manager,** AlFaisaliah Group Holding, Riyadh

More recently, engaged in conducted countless executive coaching, career and leadership counseling for senior executive professionals, and participated as keynote speaker in major events, conferences and summits locally and internationally.

## AWARDS & RECOGNITIONS

- **High Performance Leadership 2019** – Mayo Clinic
- **Leadership in Healthcare Management 2018** – Harvard Medical School
- **Executive Visitors Program 2016** – Cleveland Clinic
- **HR MENA Excellence Award 2016** –MENA Region, Organized by Naseba Dubai
- **Basic Life Support Provider (BLS),** Saudi Heart Association, 2016
- **Who's Who International Professionals,** 2008
- **Dine with Dr. Dave Ulrich,** RBL Middle East Consortium, 2015