

DANIEL NEHME

ICF, SHRM, ORSC

Lebanese – Based in Dubai, UAE

CONTACT

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LANGUAGES

Arabic

English

French

EXTRACURRICULARS

- Member in All Hands Association
Project Base
- Mentor in Toastmasters Association
2014 - Present
- Team Leader in Lebanese Red Cross
2013- 2020
- Group Leader in Scout Du Liban
2012- 2014

SKILLS

Coaching

Facilitation

Public Speaking

Microsoft Office

Team Building

Training

HOBBIES



Reading



Climbing



Hiking



Diving

Since believing in people and in helping them reach their potential are among my core beliefs, I decided to indulge in the world of Organizational Development and Talent Management. With more than 8 years of expertise in NGOs, corporates, and Learning and Development consultancy firms, I have gained extensive experience in designing and executing culture changing initiatives through meeting with top management, conducting focus groups, and training diversified populations. Through this journey, I accumulated 4,900 training hours, and trained more than 5,000 individuals from 20 different nationalities.



EXPERIENCE

Organization & People Development Manager – Dubai
Mynditude (*Organizational Development Consultancy Firm*)

Apr. 2020 – Present

- Worked on Business Development: creating and maintaining partnerships with various clients
- Worked on designing, content development and delivering training interventions (virtual, live, and e-learning) in GCC and MENA
- Ensured Projects coordination and follow up with clients

Freelance Trainer, Facilitator & Coach – Beirut
Pragmadoms (*Organizational Development Consultancy Firm*)

Apr. 2017 – Ongoing

- Designed and delivered trainings for a variety of national, regional, and multinational companies
- Coached managers and executives

Senior Organizational Development Specialist – Regional
Debbane Saikali Group (*Group with focus on Agriculture*)

June 2018 – Mar. 2020

- Handled the company's performance cycle from creating KPI library, monitoring KPI setting and appraisals
- Worked on defining skill gap analysis, conducting a training needs analysis, designing experiential trainings, delivering, and evaluated their impact
- Set succession plans and identified high potentials as per the 9 box grid
- Designed, conducted, and reported assessment and development centers
- Designed and managed LEAD program for middle managers, internal hackathons, and employee engagement events

Regional Senior Talent Development Specialist – Regional
Azadea Group (*Retail Group*)

Apr. 2017 – June 2018

- Enhanced the Talent Development team dynamics across the board
- Established the Azadea Academy with SOPs and a revamped training library based on experiential learning
- Quantified the ROI of trainings by evaluating L1, L2, and L3 based on the Kirckpatrick model
- Led major programs under the Azadea Academy
- Conducted LNAs and alignment visits to all 12 countries (GCC and MENA)

Learning & Development Executive – Beirut
Mynditude (*Organizational Development Consultancy Firm*)

Jan. 2014 – Apr. 2017

- Designed programs and training materials for different clients
- Managed the CRM (customer relations management)
- Designed, conducted, and analyzed 360 feedbacks



EDUCATION

Academic Degree	University	Year
BA of Science in Medical Lab Sciences	University of Balamand	2014
Professional Certificate	Certifying Body	Year
Certified KPI Professional	The KPI Institute	2019
Profiles Certified Assessor, PCA-PXT	Profiles Psychometric Academy	2019
Assessor Skills & Assessment Center Design AND Management	SHL	2018
Certified Professional in HRM	SHRM	2018
Train the Trainer	Association for Talent Development	2017
Executive Coaching	International Coach Federation	2016
Organization & Relationship Coaching	CRR Global, ICF	2016