



HR Expert

INNOVATE, TRANSFORM, SUCCEED



Ahlam Al Barwani | ahlam.barwani@gmail.com | +968 96000216

20+ years HR Experience | in Strategy, Change, Organizational Transformation and Talent Development

INDUSTRY EXPERTISE

- Oil & Gas
- Manufacturing
- Telecommunication
- Banking
- Construction
- Aviation
- SMEs

EDUCATION & CERTIFICATIONS

- Degree in Business Administration, University of Bedfordshire, UK
- Diploma in Information Systems
- Cranfield Leadership Program, UK
- Certified Six Sigma Green Belt
- CIPD – HR Practice & Management
- Oxford Leadership Program
- Mercer | Mettle Personal Profile Analysis
- HR Digitalization Certification
- Vanderbilt Certificate in Business Excellence

PROFESSIONAL EXPERIENCE

Ahlam, a seasoned bilingual professional with 20+ years in People and Strategy, specializes in talent management, policy development, competencies framework development, and organizational transformation. Known for innovation and cost optimization, she boasts 15+ years of leadership in human resources and sustainability, excelling in strategic planning and stakeholder engagement. Ahlam holds a Business Management degree from the University of Bedfordshire, complemented by various HR certifications. Her international consultant experience in the USA, coupled with extensive regional HR exposure, enriches her perspective. As a Head of HR for major companies, Ahlam's strategic acumen and leadership have consistently driven positive change, making her a respected figure in her field.

EXPERIENCE HIGHLIGHTS

Competencies Framework: Developed many comprehensive competency frameworks tailored to the unique needs and challenges of various industries. My expertise in talent management, organizational development, and strategic planning has enabled me to create frameworks that serve as guiding principles for talent acquisition, performance optimization, and organizational effectiveness.

Zero-Based Restructuring: Led multiple zero-based restructuring initiatives, starting from scratch to realign resources, processes, and structures, integrating thorough assessment, goal setting, and prioritization. Employed zero-based budgeting and process redesign, alongside a holistic review of organizational structure. Implemented crucial change management strategies for successful execution. Ensured continuous monitoring and improvement for adaptability and long-term success. Additionally, spearheaded a comprehensive organizational restructuring, evaluating competencies, aligning the structure with strategic plans, and overseeing skill development programs to bolster workforce capabilities and drive organizational success.



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EXPERIENCE HIGHLIGHTS

Performance Management: Designed and implemented different performance management frameworks across multiple sectors. Evaluated organizational strategies, developed department-specific Key Performance Indicators (KPIs), and assessed them within the performance management cycle. Ensured alignment with organizational goals, facilitating the creation of actionable and impactful development plans for employee growth and performance enhancement.

Development of Policies & Procedures: Meticulously designed and developed numerous policies and procedures tailored to diverse industries, ensuring comprehensive compliance with organizational requirements, labor laws, and industry best practices. My approach combines a deep understanding of regulatory frameworks with a commitment to crafting documents that effectively address the unique needs and challenges of each organization.

Coaching & Mentoring: In diverse HR leadership roles within large organizations, Ahlam conducted comprehensive performance reviews for subordinates. Her responsibilities extended to coaching and guiding first-line managers in conducting successful performance reviews and crafting effective feedback reports. Over her HR career, she has trained and coached over 1000+ professionals in various HR domains. She also successfully designed and implemented numerous coaching and mentoring programs, contributing to organizational development and fostering employee growth.

Expert in Omani Labour Law:

With comprehensive knowledge of Omani Labour Law, I provide invaluable guidance on legal matters pertaining to HR operations. My expertise ensures that organizational practices align with legal requirements, mitigating risks and ensuring compliance. Whether it's drafting employment contracts, handling disputes, or implementing HR policies, I leverage my expertise to navigate legal complexities effectively and safeguard organizational interests.



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Communication & Change Management: Conducting large-scale sessions to create organizational change awareness. As a bilingual professional, Ahlam can navigate different cultural differences and meet stakeholder requirements. Proficient in crafting communication plans, Ahlam can effectively communicate complex topics like competency frameworks, job descriptions, employee profiling, and skill gap assessments. Her expertise ensures smooth understanding and acceptance of organizational transitions across diverse audiences.

Manpower Assessments: Ahlam has conducted comprehensive competency-based assessments for various organizations in Oman, utilizing the Mercer | Mattl Assessment tool through strategic partnerships. She delves into candidates' leadership and behavioral strengths, including setting direction, delivering results, building capacity, and inspiring others. Ahlam follows assessments with one-on-one interviews for validation, implementing competency-based talent acquisition processes to identify candidates with the right characteristics for vacant positions. As a certified assessor and coach, she administers leadership profiling tools, offering insights into work-related personality dimensions. Ahlam has successfully implemented competency-based leadership assessments for major clients in Oman across different organizational levels, contributing significantly to their talent development initiatives.

Compensation and Benefits Review and Benchmarking: Ahlam specializes in conducting thorough compensation and benefits reviews, leveraging data analysis and benchmarking to ensure competitive remuneration packages. With a keen eye for market trends and competitor practices, she offers strategic recommendations tailored to organizational goals. Ahlam's expertise extends to implementation support, fostering stakeholder engagement for effective execution. She emphasizes continuous monitoring and evaluation to maintain alignment with evolving market dynamics and business needs. By entrusting Ahlam with compensation and benefits initiatives, organizations benefit from optimized remuneration strategies, enhancing employee satisfaction, retention, and overall organizational success.



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Strategic Talent Acquisition: Led strategic talent acquisition initiatives, managing the entire process for different sectors. Oversaw recruitment strategy development, assessments, and system implementations. Key accomplishments include consulting on resourcing strategy, interviewing and recruiting for various positions, managing a team of recruiters, initiating and assessing advertising campaigns, and maintaining a high flow of dynamic candidates for a strong talent pipeline.

Learning Strategies: Led the development of corporate learning strategies through the effective implementation of several types of internal developmental programs. Tailored learning approaches to individual skills, capabilities, experiences, and learning styles, ensuring a focus on optimizing contributions to the organization. Incorporated varied learning strategies to align with the unique needs of individuals, fostering an environment where employees can thrive and contribute effectively to the organization.

Training Needs Identification & Effectiveness: Led projects centered on optimizing workforce development through the seamless integration of a competency framework and training plan. Spearheading the creation of an organization-wide training calendar, the emphasis lies on aligning training needs with job-related competencies. Continuous monitoring to ensure the effectiveness of the training initiatives, with a commitment to maximizing value. In parallel, the establishment of performance criteria for assessing service providers contributes to an enhanced learning and development experience. This comprehensive approach aims to not only identify and address training needs but also to continually refine strategies for an impactful and efficient workforce development process.



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