

MOHAMMAD FARAZ HASHMI

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Objective and Statement

Highly motivated, personable and results drive professional offering over 17 years of business acumen. Proven success executing Human resource activities, including start-ups, planning and integration resulting from M&A's, business reorganization, and implementation of strategic downsizing initiatives. History of leading HR function for several industries and for businesses employing 500-3500 employees through multiple locations worldwide. Creative, results-oriented global HR executive with experience in management and leadership. Demonstrated success in sustainably improving business performance through talent and culture; employing technology as a tool to transform business processes.

Skills Highlights

- M&A's and change management
- HR Software, implementation and management
- Functional member/participant within senior management
- HR policy design and implementation
- State and Federal regulatory compliance
- Budget planning and execution
- Strategic Planning and project management
- Proficient with all MS Office
- Performance management
- Compensation plan design and management
- Employee E&C strategies
- Employee relations and conflict management

Experience

Head of Human Resources and Administration (Retail & Distribution)
Bays International, Karachi, Pakistan

Jan 2017 – Present

- Accomplished special project results by identifying and clarifying issues and priorities; communicating and coordinating requirements; expediting fulfillment; evaluating milestone accomplishments; evaluating optional courses of action; changing assumptions and direction.
- Partnered with the CEO and Executive Leadership Team to drive overall business growth by 23% through culture and capability build, whilst reducing costs in developed markets
- Partnered with business and functional leaders across Pakistan and globally integrated offices to develop and lead an effective People strategy for the region, and ensured the delivery of innovative organizational development solutions and first class HR services in all our locations.
- Identified and deployed impactful people strategies and programs that enable the organization to scale effectively during hyper-growth
- Lead the delivery of the Company's people practices including talent assessment and planning, organization design and development, performance management, and culture development, and contribute as a global HR partner to the ongoing development of these practices.
- Provided direct support and coaching to the Executive team, and work closely with each of them and their respective teams as a trusted partner, bringing insight and advice relating to people, teams and the development of their organizations as they scale.
- Together with business leaders created a culture which is open and connected and which expects the highest standard of behavior and ethical conduct throughout our company.
- Provided expertise in development, execution and facilitation of employee relations efforts
- Lead the HR Business Partner team, developing market leading HR capability and careers by creating an environment that stimulates creativity and supports their ongoing development.

HR Consultant

June 2016 – Present

- Identified critical success factors of organizational culture through employee surveys, then worked with management to implement calendar of OD interventions
- Coached 8 senior executives including COO and CIO to help increase productivity level of direct reports over a period of 6 months. Was later asked to present assessment of overall leadership effectiveness in the company.
- Developed new role definitions for all managerial levels.

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**General Manager HRBP (Distribution Support Division)
K-Electric (Pakistan's only vertically integrated Company)**

Feb 2016 – May 2016

- Work with Business Unit leaders to design technical recruiting strategies from brand awareness to leverage of all TA channels (early in career, employee referral, events, etc.), programs and initiatives to attract the very best technical talent to service now.
- Collaborated with Tech leadership & People team leadership on technical workforce planning / talent mapping initiatives, including prioritization, nurturing and opportunistic and/or succession talent acquisition opportunities.
- Responsible for partnering with the business to deliver on overall strategy and goals.
- Set and communicate common business goals and objectives for HRBP team and assist Businesses in setting goals including business goals
- Identified employees ready for the promotion and rotated best talents across different functions in the organization.

**Group Sr. Strategic HRBP (Group Head) (Oil and Gas – MEA)
BBB Solutions**

July 2013 – Jan 2016

- Recruited and managed Blue collar (500+) and white collar (200+) employees, including their career development plan
- Levered HR consulting expertise and using business acumen in the design and delivery of HR solutions to the business leaders and teams on a broad spectrum of HR matters, including organizational development, compensation, and recruiting in partnership with specialist areas of HR
- Consulted with the business to provide tools, resources and thought leadership related to effectively managing change and transition
- Worked in close partnership with health and safety team, legal teams, helping to oversee occupational health and safety practices, minimizing the cost of the accidents and consequent risks of legal actions.
- Developed regional workforce capabilities in partnership with Learning and Development team. Surveying and monitoring local workforce training needs. Ensuring the execution of development programs.
- Drove communications and messaging that helps align the workforce and work with the larger enterprise strategy and helps foster improved connection with the enterprise strategy.
- Lead best-in-class regional talent management practices that drive a high-performance work culture and deliver more effectively on business needs including talent acquisition, internal movement, global mobility, organizational effectiveness, performance management, employee relations, diversity and inclusion, and transition management.
- Ensured effective total rewards program is in place and effectively supports the right business outcomes. Supporting and auditing all payroll process and steps.
- Lead leadership succession planning, including building of bench-strength and pipeline, and coordinates leadership development programs
- Lead mass recruitment activities across MEA, hiring staff from P1 to P5 level (Executives)

**HR Regional Head (Training/ Strategy / HiPO Development)
Regional Head Quarters, LG Electronics Inc. Dubai**

March 2010 – July 2013

- Determined, implemented, monitored, reviewed and evaluated human resource management strategies, policies and plans to meet business needs in terms with Global Total Reward (GTR).
- Supported organizational design and change management needs within the organization, developing strategies and partnering to facilitate critical discussions and decisions that relate to people.
- Managed large scale enterprise transformation efforts, identifying key milestones and driving progress against goals identified.
- Acted as trusted-partner to the Regional President and providing advice and counsel to the regional leadership team on workforce-related issues, helping ensure the region has the workforce in place to deliver against business objectives in a consistent and predictable way; and in a way that is aligned with the corporate values and expectations.
- Lead the way in navigating the global matrix, as an extended part of the global HR team, harnessing the broader team and tools, influencing HR initiatives and strategies, driving the HR-related investments/budget and advocating for regional needs.
- Dealt with Union/labor staff issues and contracts, including negotiation for manufacturing facilities in South Africa, Egypt and Algeria.

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- Responsible for ownership of the performance management system for the MEA Commercial Businesses (sales, marketing, R&D, and finance) that is built by the MBO (management by objectives) and routine excellence (PDCA/SDCA) programs
- Planned and executed overall learning and OD programs in line with global strategy.
- Conducted learning and organizational needs assessments to determine appropriate solutions; curriculum, intervention and methods of delivery, and implementation. In addition to working closely with global OD team to deliver / implement global initiatives locally.
- Designed, Developed, maintained and executed championship programs (results and routine based competitions) that recognize exceptional performance through variable compensation
- Partnered with the Regional Capability Manager, the Business Leadership team and HR Business Partners to facilitate the movement of talent, within and across the business unit, drawing on the relevant information from the performance management, succession and potential review processes
- Embedded potential review, people planning (succession management) and high potential development processes across the business unit, ensuring quality of standards and working with HR Business Partners to up skill HR and line managers in these practice areas
- Worked with the business and HR community to identify the impact of significant projects, processes and systems and business initiatives on ways of working and behaviors, job and organization design, and developing and assisting in the implementation of the change agenda to support the business

Sr. Manager Human Resources (Global IT HealthCare Company)
Shams Software Services, Karachi, Pakistan

June 2008 to Feb 2010

- Identified shortcomings, devised plans and implemented HR policies in consultation with the business heads as need arises.
- Designed and implemented process change with the organization, focusing on communication, policy and procedure development and implementation, employee relations, employee satisfaction and recruitment.
- Redesigned employee benefits by selecting a benefit broker that met the requirement and needs of organizational goals, resulting in an increase in benefit offerings while reducing overall cost.
- Reduced work place injuries over 45% by providing continuous communications, trainings, investigations and departmental reviews.
- Established a Business Partner approach to HR providing advice, support and training to the management team in all aspects of HR including Employment Law, and other associated legislation.
- Initiated and managed strategic projects designed to enhance the effectiveness and efficiency of the HR function – People Risk, Retention Strategy, Succession Planning.
- Developed, recommended and implemented personnel policies and procedures; prepared and maintained handbook on policies and procedures; performed benefits administration to include claims resolution, change reporting, approving invoices for payment, annual re-evaluation of policies for cost effectiveness, information activities program, and cash flow.

HR Operations Manager
Wireless Service, Bloomington, MN, USA

Feb 2001 to May 2007

Human resources/Administration Manager (Patrol Sergeant)
Public Safety Department, Saint Cloud State University, St. Cloud, MN, U.S.A

Jan 1999-Jan 2001

Education

- University of Wollongong (Still Under Progress) (Masters)
- Saint Cloud State University (Asc) / PIMSAT (Bachelors)