

# IQBAL HASHMI

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## A PROFESSIONAL BUSINESS MANAGER & A PASSIONATE EDUCATOR

### Expertise in Developing and Implementing Strategies, Managing Businesses and Projects

A competent, result-oriented and visionary senior level business leader possessing high level expertise in the areas of business strategy, organizational leadership, business management, marketing, development economics and management. Possess exceptional analytical, negotiation, communication, problem solving and decision making skills. Proven track record of building sustainable engineering businesses by crafting a strong performance culture based on values of openness, high ethics, competitiveness and fairness. Comprehensive experience of over twenty years of teaching a wide variety of subjects at masters' level in various business schools.

### PROFESSIONAL SKILLS

- New Business Development
- Organizational Development
- Expectations Management
- Supply Chain Management
- Stakeholders Management
- Project Management
- Strategic Planning
- Procurement
- KPIs & Goal Setting
- Marketing
- P&L Responsibility
- Contract Management
- Trainings
- Engineering Management
- Requirement Engineering
- Budgeting
- HRM
- Cost Control
- Best Practices
- Negotiations

### LEADERSHIP PROFILE (NEO PI-R)

- Openness to Change
- Strong Communication
- Pressure Environment
- Conscientious
- People Management
- Strategic Thinker
- Team Player
- Congenial
- High Ethics
- Optimistic
- Result Oriented
- Team Leader
- Even Tempered
- Speed
- Focused
- Trustworthy
- Systematic
- Adaptability
- Logical
- Optimizer

Institution	Subjects Taught	Duration	Position
IBA	Brand Management, Game Theory, Microeconomics, Statistics	2 years	Visiting Faculty
NED	Management, Strategic Management, Financial Accounting, HRM, Supply Chain Management, Procurement, Management, Leadership, Contract Act, Corporate Governance, Project Management	18 years	Visiting Faculty
ICMAP	Strategic Management, Human Resource Management	3 years	Visiting Faculty
KU	Development Economics, Change Management	2 years	Visiting Faculty
KASBIT	Development Economics, Macroeconomics, Industrial Marketing	2 years	Visiting Faculty
MAJU	Project Management, Marketing Management, Marketing Research	2 years	Visiting Faculty

### PROFESSIONAL EXPERIENCE

#### THE PAKISTAN ACADEMY OF ENGINEERING

##### Director Operations

Aug 17 -to- date

- Conducting research on "Knowledge Creation in Public Sector Engineering Universities of Pakistan".
- Conducting research on "Engineering Manpower in Pakistan".
- Prepared research proposals on "Industrial Innovation in Pakistan".
- Carrying out feasibility studies for various local and international clients.
- Managing International Certification Programs.

**NED UNIVERSITY****Project Consultant & Visiting Faculty Member****Aug 04 -to- date**

- Prepared Business Plan and developed projects for Council for Works and Housing Research.
- Prepared Plan and provided active project support in execution of expansion plan of NED Academy.
- Established Center of Professional Excellence from conception to implementation.
- Conducting workshop, seminars, conferences and professional trainings.
- Teaching Strategy, Supply Chain, Human Resource Management, Financial Management and Leadership.

**SIDAT HYDER MORSHED ASSOCIATES****Project Advisor****Jun 12 -to- Jul 14**

- Prepared turnaround strategy and implementation plan for Heavy Mechanical Complex after thorough study and research on existing systems, culture and competitive situation.
- Prepared feasibility report and business/marketing strategy for a high rise building in Faisalabad.
- Marketed and negotiated various projects with customers.

**SKF PAKISTAN LIMITED****Managing Director****Sep 07 -to- May 12**

- Prepared and Implemented Balanced Score Card System in the organization and cascaded it to front line executives'.
- Developed strategic plan for the organization in the light of strategic initiatives of the region.
- Managed business performance of six distinct product lines: bearings & housings, power transmission products, greases, seals, mechatronics and reliability engineering services.
- Prepared implementation plan and revised organizational structure to match strategic objectives.
- Established condition monitoring services encompassing Vibration Analysis, Ultrasonic Inspection and Thermography.
- Added services of Centralized Lubrication Systems, Reliability Engineering, Laser Alignment, Dynamic Balancing, Motor Current Signature Analysis, Lub Oil Analysis and Root Cause Failure Analysis.
- Launched full scale power transmission products throughout Pakistan and achieved a record growth in the year 2009 over a strong base year of 2008 being among top three countries globally in terms of business performance.
- Successfully implemented 3C (Cash, Customer, Cost) Program to achieve business KPIs during recession years.
- Despite tough economic political situation accomplished 200% TVA growth and double digit volumetric growth.

**PAKISTAN STATE OIL COMPANY LIMITED****Deputy General Manager – Retail Fuel****May 07 -to- Aug 07**

- Developed and implemented the strategy to make the network of 3800 retail outlets in Pakistan, a destination place.
- Brought ATMs, Courier Services and International Food Chains at premium locations.
- Revamped convenience stores at retail outlets by working on brand identity, product assortment and outlet design.

**EMIRATES GROUP****General Manager Projects****Oct 04 -to- Apr 07**

- Monitored overall performance of the companies operating in Pakistan on the basis of well-defined KPIs.
- Identified new business opportunities for future expansion. Business idea evaluation, preparation of feasibility reports and financial analysis based on marketing research in coordination with major stake holders were my areas of focus.
- Negotiated and implemented agreements, managed purchases, supervised and implemented project plans.
- Communication with foreign business partners regarding project execution, financing and contracts implementation.
- Acquired exclusive franchise rights of Costa Coffee for Pakistan and UK and opened 11 outlets in Karachi and London.

**MARINE SERVICES PRIVATE LIMITED – Exclusive Distributors of CHESTERTON, USA****Country Manager****Apr 90 -to- Sep 04**

- Developed business strategy, recruited and trained sales-force, managed marketing, performance and profitability.
- Carried out major revamping of the business unit to ensure sustainable growth in the long run.

**PAKISTAN NAVY****Lieutenant Engineering Branch****Mar 90-to-Feb 95**

- Served on-board Pakistan Navy Flagship and at Fleet Headquarters.
- Acquired comprehensive experience in maintenance and operations of Gas, Diesel and Steam engines.

**EDUCATION****Master of Business Administration (MBA)**, Institute of Business Administration, Karachi, Pakistan**Bachelor of Engineering (BE)**, Mechanical Engineering, NED University of Engineering & Technology, Karachi, Pakistan**HONORS & AWARDS**

"Global Excellence Award" by SKF for Sustainability Project

"Regional Excellence Award" by SKF for Overall Business Performance

"Outstanding Leadership Award" by Emirates Group

**PROFESSIONAL DEVELOPMENT**

International Management Program" Goteborg, Sweden

"Asian Leadership Program" Singapore

"Management of Retail Business" London, UK

Engineer Officer Certificate of Watch Keeping, Pakistan Navy