

# EIAS MOHAMMAD

**HR Consultant & Business Trainer**  
**MBA, ILM, SHRM, HRCI, ICPM**



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# About Me

As a dynamic HR consultant and trainer with over 15 years of experience, I specialize in strategic HR and Organizational Development (OD). I've delivered 1700+ hours of training in HR and soft skills to a diverse audience across the UAE, successfully placing 165+ professionals in various industries. Known for engaging and transformative sessions, I consistently achieve a 99.9% satisfaction rate.

My expertise is backed by prestigious certifications in HRM, People Analytics, and Strategic Management from renowned institutions. As a consultant, I've led significant HR projects, conducting audits and implementing strategic changes, ensuring optimal outcomes and organizational growth.

# PERSONAL SKILLS

Strategic HR Management



Training & Development



HR Analytics



Employee Relations & Engagement



Performance Management



Talent Acquisition



HR Policy & Procedure Development



Labor Law Compliance & Application



Organizational Change & Strategic Vision Setting



Technology Proficiency



Project & Operations Management



# WORK EXPERIENCE



# KEY ACHIEVEMENTS

1. **Enhanced Employee Satisfaction & Performance:** Successfully delivered training programs leading to a 25% increase in employee satisfaction scores across various sectors, demonstrating a significant impact on workforce morale and productivity.
2. **Strategic Recruitment & Onboarding:** Directed and streamlined the recruitment and onboarding processes for multiple clients, effectively integrating approximately 165 employees, which fostered business growth and operational excellence.
3. **HR Policy Development & Implementation:** Crafted and implemented comprehensive HR manuals, employee handbooks, and job descriptions, greatly enhancing regulatory compliance and HR process efficiency in both private and public sectors.
4. **Performance Management Systems:** Developed and administered performance management systems with established KPIs, significantly elevating employee performance and productivity across various organizations.
5. **Data-Driven HR Analytics:** Utilized HR analytics to optimize HR functions and performance, employing data-driven methods to make informed decisions in varied organizational contexts.
6. **Comprehensive HR Projects Management:** Led and executed numerous HR projects, including Job Description and Competency Assessment, HR Audit, Workload Analysis, and Vision/Mission/Values establishment, yielding measurable enhancements in organizational efficiency.
7. **Training Delivery Excellence:** Accumulated over 1700 hours of tailored training delivery, showcasing exceptional adaptability and effectiveness in diverse training environments.
8. **HR Strategy for Business Growth:** Developed an HR strategy for a new line of business, aligning with company goals, resulting in a 10% increase in business growth and a 15% rise in employee satisfaction and retention.



# CERTIFICATIONS

