

Curriculum Vitae

PROFESSOR TAREQ SHAREEF YOUNUS

(B.Sc. MPA, Ph.D.)

Profile & Academic Position

Position: Advisor, Quality Assurance & Accreditation

Affiliation: University of Victoria London (UPVL)- UK

Location: London- United Kingdom

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The ORCID ID: <https://orcid.org/0000-0002-0410-9623>

LinkedIn Profile: [linkedin.com/in/tareq-younus-b4157a183](https://www.linkedin.com/in/tareq-younus-b4157a183)

Specialization & Experiences

Major Area of Specialization: Business Administration- Strategic Management

Area of Excellence: Strategic Planning, Governance, Quality Assurance, research Other related fieldwork experience based on Know-how skills.

Experiences: *Academic, Business, Industry, and Entrepreneur* background. **Fieldwork know-how experience in Strategic Planning.**

Professional Goals: Seeking excellence in research, teaching, and academic performance. In addition to transforming theory into practice based on **know-how skills**.

Teaching Philosophy: Focusing on the learning outcomes as identified in the course syllabus and sustaining international academic standards. In addition, meeting the educational quality assurance standards in both teaching duties and learner's performance assessments.

Vision: Knowledge is power and the source of human welfare and prosperity

Mission: Committed to providing the latest knowledge in business together with know-how applications that workplaces needed.

Qualifications:

Ph.D. (Business Administration) 2000 Mosul University-College of Administration & Economics- Mosul – Iraq

Type of study: Courses and Thesis- Full Time

EDUCATION & Qualifications

Rating: Excellent

M.P.A (Public Administration) 1983

Liverpool University-England (U.K)

Type of study: Courses and Dissertation- Full Time

Rating: TBC

BSc., (Business Administration) 1976

Mosul University- College of Administration & Economics- Mosul/Iraq

Type of study: Full Time.

Rating: Good

Qualification's equivalency

All qualifications (B.Sc., M.P.A, and Ph.D.) are approved and equalized to the **Higher Education Standards in the Kingdom of Bahrain**, officially approved through Qualifications and Accreditation Directorate (QAD) in the Ministry of Education - Bahrain.

Thesis and Dissertation titles:

Ph.D. Thesis

"Strategic Thinking Modes and their impact on Strategic Decision Making: Comparative Study in both Mix and Private Corporations- Iraq".

Major: Business Administration

Minor: Strategic Management

M.P.A Dissertation

"Administrative Training with the Special Emphases on the French École Nationale d'Administration (ENA)" 1983

Major: Public Administration

Minor: Strategic Apex Training and Development

Professional Services

Academic Position: Advisor, Quality Assurance & Accreditation – UOVL

The designer of the MBM program for the purposes of British accreditation. at Victoria University of London. **Currently, the program is under evaluation process.**

Governance & Strategy Expert, and Internal Auditor, Total Quality Assurance-

Al-Qadsiyah Saudi SC- **KSA.**

Former Founder and CEO of Global-Link Management Consultancy, www.glmc-bahrain.com.
Established in February 2017.

Held different academic leadership positions in different countries.

Fieldwork Experience

Managing Training & Teaching Activities licensed by the Ministry of Industry, Commerce and Tourism- Kingdom of Bahrain 2016-2017.

Business Experience in Strategies and Governance:

- Designed a comparative rival in the sports with the best top 3 ranked clubs at KSA sports clubs.
- Formulated long-range business plans and investments for Investment Directorate at the Saudi Al-Qadisiyah club, 2019-2023, KSA
- Formulated social events strategy for the years 2021-2023 in the Saudi Al-Qadisiyah Club, KSA
- Formulated an operation strategy for Legal Department at the Saudi Al-Qadisiyah club, it is mapped with the vision mission, and ethical system in the sports club.
- Led the work of the governance team at the Saudi Al-Qadisiyah club and obtained the required qualification from the Saudi Ministry of Sports to support the qualified clubs.
- Achieved the third level for governance with the qualification of three clubs out of a total of 16 clubs - the excellent and professional class of the football teams in Saudi Arabia.
- Have prepared a comprehensive strategy for the Saudi Al-Qadisiyah club - Ministry of Sports - Kingdom of Saudi Arabia
- Have formulated a five-year strategy for Al-Qadisiyah Sports Club - for the years 2029-2023 - Kingdom of Saudi Arabia
- Analyzed the internal and external environment of the Qadisiyah Sports Club, developed areas for possible improvement and mapped out strategic challenges consistent with the requirements of the strategic plan of the Saudi Qadisiyah Club.
- Drew operational plans for about 15 departments and a section emanating from the specific content of the overall strategy.
- Conducted surveys of stakeholder requirements and prepared an action plan to implement the beneficiaries' demands for the existence of the Qadisiyah Club.
- have prepared work regulations in line with the requirements of sports club governance, as follows:
 - A list of formulating administrative decisions at various administrative levels using the RACI matrix.
 - Defined the areas of work of the departments for the purposes of making various decisions, according to the levels of decision and the location of its taking.
 - Have reformulated the job description according to the new developments on the list of sports clubs in the Kingdom of Saudi Arabia.
 - Have prepared numerous administrative regulations in accordance with the requirements of sports club governance standards in the Kingdom of Saudi Arabia.
 - Have prepared the main performance indicators from an analytical and scientific reality that contributed to drawing the roadmap for all departments towards the required and expected performance axes.
- Designed easy and direct models to capture work progress and performance indicators for all departments and employees. They are monitored monthly.

Field work & Academic Experiences

- Have set up a system to follow up the implementation of the comprehensive strategy and the strategic plan to determine the extent of compatibility with the requirements of implementing the strategy.
- Designed risk assessment and management models in the Saudi Al-Qadsiyah club in order to implement the risk and crisis management strategy that we prepared for the club.
- Have prepared a comprehensive plan to implement and address the potential risks facing the administrations in the Saudi Qadsiyah Club.
- Have prepared a commercial plan for the years 2019-2023 AD to manage investment and marketing in the club.
- Have held and implemented workshops in the Saudi Al-Qadsiyah Club on many topics, including:
 - Risk and crisis management. Two parts
 - How to formulate your strategy
 - How to deal with time and set your daily priorities
 - Preparing the administrative protocol for the prevention of the Coronavirus Covid 19
 - Your role in social responsibility in the Saudi Al-Qadsiyah club.
- Designed a matrix of housing performance indicators for the various departments included in the organizational structure on the axes of the strategic plan of the Saudi Al-Qadsiyah club, up to the percentage of achieving the completion of the comprehensive strategy of the club.
- Have prepared the process of decision making and its mechanism in Al-Qadsiyah Saudi Sports Club Using the RACI model (sequence of reporting system).

13th January 2020, Director, Strategic Planning Management & Total Quality Assurance- Al-Qadsiyah Club- Saudi Arabia- Al-Khobar. www.alqadesyah.com

May 2019- December 18th, 2019, Director of Research Unit. American College of Dubai, UAE. www.acd.ae

September 15th, 2018- December 18th, 2019, Professor- teaching faculty member, business department, American College of Dubai, UAE. www.acd.ae

October 2017- 14th September 2018, Consultation, research & training activities for business management programs. Also, MBM & MSM programs- ACD, UAE

1st September 2016 up to 30th September 2017. Professor & Chair, Business Administration ECMIT- Dubai- UAE

1st September 2015 to 5th June 2016, Professor, Ahlia University, College of Business and Marketing, College of Business and Finance, Manama, Kingdom of Bahrain.

2008-2015, Dean of Administrative Sciences College, Applied Science University, Manama, Kingdom of Bahrain.

2006-2008, teaching faculty member, Applied Science University, College of Economics & Administrative Sciences- Amman, Jordan.

2005-2006, Professor- teaching faculty member, Mosul University, Mosul, Iraq

April/2004, Visiting Professor, Naif University for Security Sciences, College of Administration, Department of Public Administration, Kingdom of Saudi Arabia.

2003-2004, Sabbatical Year at the Applied Science University-College of Economics & Administrative Sciences, Amman, Jordan.

2001/Graduate Programs- External Evaluator, Visiting Professor - Eden University, External Graduate Program Reviewer & External Examiner.

1979-1982, Visiting Professor - University of Hadramute, Yemen.

2001-2003, Head of Business Administration Department, Mosul University, Iraq.

External Arbitrator & Evaluator for Academic Ranking Promotions:

Has appointed by universities an external academic promotion evaluator as following:

Jadara University, Jarash- Jordan

Private Applied Science University- Amman, Jordan

International Islamic Sciences University, Amman- Jordan

Middle East University for Graduate Studies, Amman- Jordan

Foundation of Higher Education & Scientific Research- Baghdad, Iraq

Higher Education of Kuwait, Kuwait

Prince Salman Bin Abdul Aziz University, Alafraj, Kingdom of Saudi Arabia

The University of Aden, Aden- Yemen

University of Tamar, Tamar- Yemen

Ahlia Amman University- Jordan

General Foundation for Applied Training and Teaching- Research & Teaching Applied Sector- Kuwait

**Certification & Training
Programs**

Attended many training sessions for teaching and learning skills improvement purposes:

SmartBoard technique for teaching, January 2016

Moodle and eLearning System, Ahlia University, November 2015

Adreg system, Ahlia University, October 2015

National Authority for Qualifications and Quality Assurance of Education and Training, Kingdom of Bahrain “Training Local Reviewers” October 2-3, 2013

National Qualifications Framework Set Up Project: Joint Working Group Meeting: Institutional Listing, Mapping, and Qualification Approval. The Kingdom of Bahrain, 23 October 2013

Assessment: Principles and Design A NAQQAET Cycle2 Contextualized Review, QAC ASU, Bahrain, October 27th, 2013

Smart Board Interactions’ and Functioning, ASU. Bahrain, March 22nd, 2012

Higher Education Council and Queen Margaret University (Edinburgh), Seminar ‘Skills for the 21st Century: Improving Employability Skills” , KoB, 25th September 2012.

Higher Education Council and Massachusetts Institute of Technology (MIT-USA), Higher Education for the 21st Century, Manama KoB 8th-10th October 2012.

British Council, Workshop entitled “Developing Innovative Teaching, Learning and Assessment Methods to Improve Student Outcomes” Sunday-Monday, Kingdom of Bahrain, 21-22 October 2012

Bahrain Qualification Framework Launch Workshop, Thursday, Kingdom of Bahrain, www.tamkeen.bh , March 3rd, 2011

Qualification and Credit Framework (QCF)- Transition for Training Centers Edexcel International Centre – Regional Centre- Manama Bahrain 19-20 June 2011.

AECS e-Learning technology for Tutors working at Arab Open University, Kingdom of Bahrain 2011.

Strategic Planning at Universities/ Institutions of Higher Education and KPI’s and BSC Applications, Ministry of Education- Secretariat General of the Higher Education Council, Kingdom of Bahrain, 28th to 30th November 2011.

Teaching and Presentation techniques in academic teaching practices (Arab Board for Training and Consultancy), implemented in Applied Sciences University, Manama, Kingdom of Bahrain, 3-4 February 2010.

e-Learning Workshop, Applied Science University, Applied Sciences University 27th March 2010

Basic e-Content Design, Institute of Public Administration, Manama, Kingdom of Bahrain, 14th April 2010.

Workshop on Self-Evaluation in Preparing for Program Review, Master of Business Administrations (Higher Education Review Unit- Kingdom of Bahrain) 5 October 2010

Computer Skills, Consultancy Centre for Academic Staff Development, Applied Science University, Amman, Jordan, 24 Feb/05 March 2008

Statistical Analysis using SPSS Program, Applied Science University, Amman- Jordan, October 2007,

ICDL, Applied Science University- Jordan, July-2004

Developing Academic Staff Teaching Skills and Capabilities, Applied Science University-Amman- Jordan, 23-29 February 2004

ICDL, Mosul University 1st- 15th, 2001, July

Statistical Analysis Methods for Business, 5th- 20th February 2000

Basic principles and advanced computer skills, Mosul University, University Computer Centre, December 1997

Advanced Educational Teaching Methods and Techniques, Mosul University, Mosul University, 10th-25th April 1991

Training and Workshop programs in the area of business have been delivered in business, public, and other sectors for sustainability and improvement purposes as follows:

Strategic Management, Strategic Planning Training & Workshops have delivered:

SWOT analysis using a software application

Strategy- Business positioning Alignment, using a software application

Strategic apex skills, using online measurement tools

Strategic Planning Process, using the alignment method and mapping applications

Vision, Mission and Value system crafting and design for an organization

Corporate Strategies and Business Positioning Alignment, using software applications and group work forms

Strategic gap analysis attached to the action improvement plan, using simple quantitative methods and format.

Quality Assurance for Higher Education and Schools:

E-Learning- using the system for teaching and learning technology.

Teaching methods, using advanced techniques

Academic Program Self Evaluation Report Preparations, using international academic design standards.

Academics Review Preparation Process, using quality assurance standards.

Quality assurance standards, using higher education standards in selected countries.

AACSB accreditation standards and documentation requirements

**Training, Experience and
Interpersonal Skills: Delivered
Set of Training Sessions &
Workshop Programs**

Intended Learning Outcomes design for (program, courses, and syllabus), using progressive learning skills

Learning assessment methods, using rubrics associated with applied forms and case methods.

Teaching by in class group technique, using applied formats and cases.

Organizational Structure and Design:

Organization structure and charts, supported by RACI matrix application and method.

Effective design for power point, using international standards and communication requires skills.

Leadership skills assessment, using online measurements.

Self-appraisal measurement and required action plan for future improvement.

Priority Matrix with reference to daily task scheduling, using forms and software applications.

Research Methods and Statistical Analysis Techniques:

Online statistical analysis, re-coding and using descriptive statistics, using MTB and SPSS software

Descriptive statistics and required statistical interpretations, using MTB and SPSS software

Advanced Statistics methods using regression methods

Multivariate statistical Analysis, using Factor- Exploratory method

Designing advanced methodology for PhDs research work, using Ontology and Epistemology approaches

Designing advanced methodology for graduate-level research work, using standards and required research elements approach

Designing graduation project methodology, using brief descriptive statistics and its interpretations

Descriptive statistical package methods and descriptions, using Excel Microsoft application

Designing an online questionnaire, using popular methods

Note: Many other workshops and training programs are ready to be designed based on customized trainee's needs

Honors

Thankful and Appreciation certificate from Ninavah University, regarding my advise and contribution for Strategic Planning Formulation 2021-2026.

<https://uoninevah.edu.iq/en/vision-mission-and-goals/>

Received many awards for excellence and scientific achievements related to contributions in research, teaching, supervision, administrative work, as a committee member, and for principal works and community services 1985-2001.

Awarded Scholarship by the Ministry of Higher Education and Scientific Research, Baghdad, Iraq to join the master's degree at Liverpool University, September 4th, 1981- January 25th, 1984.

Appreciation Certificate from Hadhramot University for Science and Technology, Yemen, for research and academic activities delivered during 2nd semester 2000/2001.

Appreciation Certificate issued by the Tanmiat Al- Rafidain Journal for the improvement efforts in developing the technical and scientific aspects for three decades.

Appreciation certificates issued by Bahrain University- the community service and continuing education center for engagement in the Audit and Development of Course Portfolios September 17th 2013.

Appreciation Certificate from the Vice Prime Minister for Law Affairs- Kuwait for the contribution in the events of the Intellectual Capital Development 18-20 January 2010- Kuwait.

The research area of interest is linked to my area of specialization with specific concern with strategic management; another related area of interest is also covered in my history of long-time experience.

Many related research skills are acquired and have been effectively employed in the following major's research interests:

Research Interests

Strategic Management

Strategic Analysis and Planning

Strategic and Operational Gap Analysis

Synergy Issues in Business and Management

Organization Behavior

Business Ethics

Leadership

Human Resources Management

E- Management and Social Media techniques

Contemporary issues in Business and Management

Teaching
Experience

Establishing startup businesses

Sustainable Management

Happiness and Tolerance issues

Indexing, Google Scholar- Research Gate

(https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=Tareq+Shareef+Younus&btnG=)

Teaching Duties (MBA & PhD in Business Administration) have been delivered in Arabic and English Languages based on the type of program based on language requirement:

American College of Dubai- 2018 to present

Organizational Leadership Fall II 2018

Family Business Management Spring semester & Fall 2019

Policy and Strategy Management 2019

Small Business Management (Summer I)2019

Business Ethics (Summer II) (Fall) 2019

ECMIT- Dubai- UAE 2016/2017

Strategic Management

Entrepreneur

Leadership Management

Business Policy & Strategy

Innovation Management

Applied Science University (Bahrain) Master's Degree in Business and HRM (2008-2014)

Strategic Management

Strategic Human Resources Management

Change Management.

Cases in HRM

Motivation Management in HRM

Leadership and Organization Behavior

Applied Science University (Bahrain) BBA Program

Strategic Management

Scientific Research

Organization Theory and Behavior

Malaysian Enhanced Open University

Hosted by AOU Bahrain 2010-2012 (**Master's Degree in Business**) English Track:
www.asiancampus.net , www.aou.org.bh Taught through both F2F and Remote classes:

Business Management

Human Resources Management

Strategic Management

Business Research Methods

Graduate Studies (MBA and PhD)

Strategic Management, Organization Theory, Organization Behavior.

Ahlia University- Bahrain subjects taught 2015/ 2016 :

Business and Finance Research Methods (BFRM)

Strategic Management

Organization Behavior

Human Resources Management

Marketing Management

Graduation Projects 499

Private Applied Science University- Amman, Jordan

	Undergraduate
	Human Resource Management, Business Communication
	Performance Appraisal for Human Resources
	Human Resource Management
	Case study in Human Resources Management
	Training and HR Development
	Mosul University, Iraq 1984- 2003
	Undergraduate
	Strategic Management, Organization Theory and Design, E-Management, Research Methodology, Modern Topics in Management, English for Business and other related courses.
	Graduate Studies (MBA and PhD)
Student Advising	<p>Strategic Management, Organization Theory, Organization Behavior.</p> <p>Acted a research advisor to many students in the undergraduate, master level and PhDs attached to many universities across the universities</p> <p>Outreach: Acted as a Guest Speaker in public events, exhibitions, the advisory board for developing positive attitudes in education and cooperation of scientific activities.</p>
Publications	<p>Books</p> <p>Strategies and Strategic Plan of the Al-Qadisiyah Saudi club: Operational framework and key performance indicators- 2019-2023 AD- It was authored with cooperation by expert colleagues in Al-Qadisiyah Saudi Club – Kingdom of Saudi Arabia 2021.</p> <p>Tareq Shareef Younus shared with Baraa Sharef & Zeyad Sharef (2018) Glossary Business Management and Information Technology LAMBERT Academic publishing, www.lap-publishing.com (ISBN 987 – 613 – 8 – 38768 – 8)</p> <p>https://www.lap-publishing.com/catalog/details//store/tr/book/978-613-8-38768-8/glossary-business-management-and-information-technology</p> <p>Tareq Shareef Younus (2002, 2005 & 2012), Strategic Thinking for Leaders: Lessons from Global and Arab World Experience,(Published by the Arab Organization for Administrative Development, Issue No. 362, Cairo-Egypt) www.arado.org.eg</p> <p>https://www.arado.org/PublicationDetails.aspx?PubID=276</p> <p>Tareq Shareef Younus (2002 & 2012) , Strategic Thinking Modes and its Relation to Strategic Decision Making,(Dar Al-Kitab, Jordan) dar_alkitab@hotmail.com</p>

Tareq Shareef Younus and Khalid Abed Al- Raheem Al-Heeti, **(2011)** Strategic Management: construct and Maintaining Competitive Advantage Approach, Published by Applied Sciences University), the Kingdom of Bahrain. www.asu.edu.bh.

Tareq Shareef Younus and Raid Al- Dabagh **(2011)** Statistical Analysis: Concepts, Methodology and Applications- Using Minitab, published by (Applied Sciences University), Kingdom of Bahrain. www.asu.edu.bh

Tareq Shareef Younus **(2007)**, Public Relations: Concepts, Principles, and Policies (Dar Ethra-Jordan, Amman) Ethraa2007@yahoo.com

Tareq Shareef Younis **(2005)**, Management, Accountancy and Internet Glossary with Arabic Concise Description, English-Arabic (Dar-Wael Publishing Co. Amman-Jordan) www.darwael.com

Tareq Shareef Younus and Muhammad Al- Taamne **(2004)**, E-Government: Applications at Arab Countries (Published by the Arab Organization for Administrative Development, Issue No. 390, Cairo-Egypt) www.arado.org.eg

https://library.nauss.edu.sa/cgi-bin/koha/opac-detail.pl?biblionumber=10398&shelfbrowse_itemnumber=33163

Chapter in Book (Published)

Younus, T. S., & Ahmad, R. **(2021)**. Zakat Management and Economic Sustainability: United Arab Emirates Model. In Sarea, A. (Ed.), Impact of Zakat on Sustainable Economic Development (pp. 108-119). IGI Global. <http://doi:10.4018/978-1-7998-3452-6.ch008>, <https://www.igi-global.com/chapter/zakat-management-and-economic-sustainability/259762>

Prof. Tareq Shareef Younus and Prof. Amer Al- Rubai and, **(2014)** Building Innovation Capacity For Knowledge Creation In GCC Countries, Edited by Prof. Allam Ahmad "World Sustainable Development" OUTLOOK 2014 WASD, www.worldsustainable.org

Tareq Shareef Younus **(2007)** "Strategic Vision to Knowledge Management Strategy: An Evaluative Paradigm" Allam Ahmad (ed.) "World Sustainable Development Outlook 2007: Knowledge Management and Sustainable Development in the 21st Century. University of Sussex, UK. www.greenleaf-publishing.com, Published in English Version.

Research submitted to 2020 international conference:

Japanese organizational culture and the Possibility of application in the Arab communities, 1st International Conference on Business & Technological Trends <http://conference.rtsolz.com/index.php/ICBTT/ICBTT/index>, American College of Dubai **2020**

Strategic contextual business ethics paradigm, 1st International Conference on Business & Technological Trends <http://conference.rtsolz.com/index.php/ICBTT/ICBTT/index>, American College of Dubai **2020**

Published research work in Peer Reviewed Journals

Exploring Influence of Spreading Sport's Culture on Employees' Happiness and Tolerance as a Part of Sustainable Development at American College of Dubai, **Second International Conference of the School of Business. Business Entrepreneurship and Sustainable Development in Light of Corona Pandemic: Reality and Aspirations**, to be held in Jadara university- Jordan between 13th and 14th October 2021.

Synergism Paradigm and Effective Teamwork Mechanism, International Journal of Innovative Technology and Exploring Engineering (IJITEE) ISSN: 2278-3075, Volume-8, Issue-12S, October **2019**

<https://www.ijitee.org/wp-content/uploads/papers/v8i12S/L118010812S19.pdf>

Narcissistic Behavior in the Administrative Environment - Exploratory Study, Hexa Ethics, vol. 1, Issue 1, Pages 1-15, 2019

https://www.google.com/search?q=Tareq+Shareef+Younus&ei=Dv7qXcX-Mo_6U8PmtJAL&start=10&sa=N&ved=2ahUKewjFvfeYr6LmAhUP_RQKHUMzDbIQ8tMDegQICxAt&biw=1280&bih=561&dpr=1.5

The Relationship Between Administrative Hypocrisy And The Organization Disorder: Diagnostic Approach, HexaTech, <http://www.naturalspublishing.com>, 1 Feb. **2019**

P-ISSN: 2636-395X, E-ISSN: 2636-3968 DOI:

<http://dx.doi.org/10.18576/hexatech/010105> (https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=Tareq+Shareef+Younus&btnG)

<http://www.naturalspublishing.com/Contlss.asp?IssID=592>

The impact of Synergy on Teamwork Performance: Group Analysis Perspective, the 15th Scientific Annual International Conference for Business (SICB 15), which will be held at AL-Zaytoonah University of Jordan on Apr 18, **2016**.

Contributions of organizational learning in the development of strategic thinking: an analytical study of the academic faculties in the context of the Applied Science University, Jordan Journal of Applied Science "Humanities Series", Volume 12, No. 1, **2010** (ISSN 1605-2579).

Strategic Profiles of Total Quality Management of Higher Education in the context of the desired transformation in the Islamic environment, International Seminar on Higher Education: Challenges And Prospects, 24th -25th March 2008, IIUM, <http://www.iiu.edu.my/iimu>

Exploring Strategic Vision to Knowledge Management Strategy: An Evaluative Paradigm, a paper published in the 5th international conference proceeding on "Managing Knowledge, Technology and Development in the Era of Information Revolution", 29-31 October 2007, Brisban, WASD, Australia. www.worldsustainable.org (https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=Tareq+Shareef+Younus&btnG)

Culture of Japanese Organization and the Possibility of its Application in the Arab States, paper published in the Seventh International Conference, and published in the "Knowledge, Culture and Change in Organizations", Journal, 24-27 July, 2007 Singapore University. www.managementconference.com

Doing the Right Things: Strategic Decision Making and Risk management Interface, Paper is presented and published in the conference of Al-Zytona University, Amman, Jordan, April 2007

Managing Business Ethics with the context of Conflicting Purposes: Strategic Paradigm Review, Paper Published in the Scientific Journal of Arab Open Academy in Denmark, Vol. 1, No. 1, Kobenhavn, Denmark, 2006. www.ao-academy.org

Toward Digital Management: A Visionary Outlook to the overall e-Strategy Formulation, presented at the 2nd Jarash University Conference. Jarash-Jordan, July-2004

The Role of Digital Organization and e-Government in Modernizing Arab Administration. Published and presented at the Developing and Modernizing Management within the Context of Arab Countries. The 1st Conference of the Post Graduate Academy, Tarabulus-Libya, March-2004

Academic Leadership Development Strategy toward e-Management Application at Arab Universities, Aleppo University Conference proceeding, Aleppo -Syria, March-2003

Logical Relationship between Integration Strategies and in the Economic Performance within the Context of Small Business Firms Arab World. Published and Delivered at the Applied Science University Conference, Amman-Jordan. July-2003

E-Management: Obstacles Analysis-as Viewed from Top Level Management. Published and delivered at Philadelphia University Conference. Amman-Jordan, April-2002

Intuitive Strategic Decision Making: Contexts and Techniques. Al EDARI Journal, Muscat-Oman, No.27, December 2001

Innovation: Basics and Disturbances from Top Level Management within the Context of Arab World. Published at the eighth Arab Conference of Management. Cairo-Egypt, October-2001

Diagnosing Strategic Thinking Modes at Top Management and Functional Level Management within the Private Firms in Iraq. Arab Administration Journal, Vol21,No.1, Cairo-Egypt, June-2001

Strategic Co-alignment between Organizational Strategies and Successive Competitive Strategies as Applied at Industrial Private Firms at Mosul. Economic Horizons Journal (accepted for publishing), United Arab Emirates, 2001

The Scientific Research at Arab Universities: Problems and Enhancement Approaches. Published at the 1st Arab Conference of Research and Publishing, Muscat-Oman, April-2001

Global Outlook to Public Sector Management: Analytical View to the Present Features in Arab World. Published by "Research Perspective" Al-Hadba University College, Mosul, Vol.1, No. 1(2000)

Strategic Alignment between Operation Management and Organizational Strategy: A Theoretical Investigation. Published by "Research Perspective" Al-Hadba University College, Mosul, Vol. 1, No. 2. (2000)

Employee's Culture and its Effect on Organization Efficiency: Contents and Techniques. Published by "Tanmiat Al-Rafidain", Mosul-Iraq Vol. 30, No. 54.(1999)

Top Level Management Response to Change In Strategic Objectives: As Applied to Public Sector Organizations. Published by "Tanmiat Al-Rafidain – Mosul – Iraq, Vol. 30, No. 55.1998.

An Islamic View to Organizational Culture: A Strategic Approach. Published by "The Hamdard Islamicus Journal, April – June, Vol. XXT, No. 2, Bait al-Hikmah, Pakistan.1998.

Diagnosing Industrial Climate Factors: As Applied To Private – Public Sector. Published by "Tanmiat Al-Rafidain", Vol. 30, No. 54.(1998).

Strategic Analysis for Organization Environment: An Integrated Model. Published by "Tanmiat Al-Rafidain", Mosul-Iraq Vol. 16, No. 44.(1996)

Diagnosing Organizational Climate at Mosul Textile Factory. Published by "Tanmiat Al-Rafidain", Mosul-Iraq Vol. 18, No. 47. (1996).

Management Values and their effects on Strategic Decision Making- Analytical Study, Published by Arab Labor Organization (ALO) – Cairo – Egypt.1995.

The Contribution of Optimal Waiting Cost Function on Productive Strategic Choice: As Applied To ASHOOR Construction Corporation. Published by Tanmiat Al-Rafidain,Mosul-Iraq Vol. 16, No. 43.(1994).

An Islamic Vision to Motivation: A Comparative Approach. Published by "Tanmiat Al-Rafidian", Mosul-Iraq Vol. 16, No. 45.(1994).

Administrative Strategic Formation: A Study for Formulation requirements and Their Effects. Published by, ALEDARI – Institute of Public Administration, Muscat, Sultanate of Oman, March., Issue, No.56.(1994).

Undergraduate Training Programmed Evaluation: As Applied To The College of Adm. & Eco. Students – Mosul University. Unpublished (Confidential Research) College Ref., No. 15/127 in 17/May (1990).

An Iraqi Management Strategy: A Theoretical Analysis of the Structural – Behavioral Balance. Published by, Tanmiat Al-Rafidain, Mosul-Iraq No. 23.(1988).

Technocracy or Bureau pathology: Lessons from French Civil service. Published by "Tanmiat Al-Rafidain, Mosul-Iraq Vol. 9, No. 22.(1987).

Organizational Climate and Organizational Output Relationship: A Comparative Study – As Applied in the U.S.A and Iraq Food Corporations. Published by, Arab Journal of Administration, AOOAS, Amman, Jordan, Vol. 11, No.4. (1987)

Communication: Analytical Analysis toward an Integrated System Feature at Iraqi Corporations. Published by, Al-SINAA Magazine, Baghdad – Iraq, Vol. 10, No. 2. (1987).

. Information System Control: A Theoretical Perspective. Published by "Tanmiat Al-Rafidain", Mosul-Iraq Vol. 8, No. 19. (1987).

Upper Level Managers Planning at Mosul University: Three Year Period 1987-1990. (Confidential Research), College Ref., 30/1031 in 26/April/1986.

Administrative Leadership Development: Theoretical Perspective. Published by, Tanmiat Al-Rafidain, Mosul-Iraq Vol. 18, No. 18. (1986)

Training Needs Planning: System Analysis Approach. Published by, Arab Journal of Administration, AOOAS, Amman, Jordan, Vol. 10, No. 1.1986.

The Role of Mosul University in the Continual Teaching Program: Analytical Study. Research presented in the fourth Scientific and Educational Conference, Mosul University, from 8-10th May 1985.

Arab Region

"Acted a reviewer to the content and contexts of academic programs within the framework of quality assurance and accreditation in higher education " The workshop entitled "Quality Assurance and Accreditation in Higher Education" Sharm El Sheikh – Egypt, (6 to 9 March) 2011

Quality Assurance Authority for Education and Training (Higher Education Review Unit (HERU) Bahrain, Experience of Program Review- HERU Forum 30-31 October 2011

Intellectual Capital Development, Comments on papers presented at Intellectual Capital Development Conference, Ministry of Islamic Affairs, 20-18 January, State of Kuwait, 2010.

Doing the Right Thing: Strategic Decision Making and Risk Management Interface, paper presented in the (Al-Zytuna University, Amman, Jordan, April) 2007.

Developing Postgraduate Studies and Supervision in Mosul University with specific emphasis on Business and Economics Research, College of Administration and Economics- Mosul University 11 May 2006.

International

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" Building Innovation Capacity For Knowledge Creation In GCC Countries" World Sustainable Development: West meets East- Sharing the Past and CURRENT experience to Benefit the Future, (WASD) Virginia- CANADA, August, **2014**

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The first International Conference on Electronic Management, : Transmission Approach toward Electronic Management in the Arab State Region: Limitations and Solutions, 1-4 June **2010**, Trablus-Lybia Arabia

External Services & Consulting Records

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Exploring Strategic Vision to Knowledge Management Strategy: An Evaluative Paradigm, paper presented in the 5th international conference on "Managing Knowledge, Technology and Development in the Era of Information Revolution", 29-31 October **2007**, Brisbane, WASD, and Australia. ISBN (Print) 0-9551771-3-8 (Print).

External Evaluator and Reviewer for MBA Program- College of Business and Finance- Ahlia University, Bahrain, Academic Year **2013/2014**.

External examiner for Ahlia University- Bahrain for Banking and Finance final examination/ Summer Semester **2012/013** Academic Year and 1st Semester 2013/2014 Academic Year.

Private Universities representative on the *Bahrain Qualifications Framework* Project Steering Committee (BQFP), attended series of workshops, www.tamkeen.bh/bqf, <http://bqf.tamkeenpartners.net/>

2011-2012,

Quality Assurance Committee, Applied Science University, Manama, Kingdom of Bahrain, **2008-2009**

International Reviewer for papers submitted to the 5th international conference on "Managing Knowledge, Technology and Development in the Era of Information Revolution", Brisbane, WASD, and Australia. 29-31 October **2007**,

International Reviewer for papers submitted to the 7th international conference on "Knowledge, Culture and Change in Organizations", Singapore University, 24-27 July **2007**

Graduate (PhD & Master) research reviewer and external examiner in Business Administration Faculty, Asia Enhanced University, Kuala Lumpur with the affiliated Arab Open University, Kingdom of Bahrain, www.aou.org.bh 2010-2011.

Graduate Programs Reviewer on the (Ministry Level Reviewer), Ministry of *Higher Education- Iraq* (Ministry Order No: BT/3584 on 24th August **2006**.

Total Quality Curriculum (TQC) Award Committee –College of Economics– Applied Science University (A.S.U) - (Amman-Jordan) **2003/2004**

Ahlia University: Kingdom of Bahrain

Hedonic buying behavior of online customers in the Kingdom of Bahrain, 1st Semester **2016**
Tahani Al Muhanadi.

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The impact of fingerprint system ITAAC (Integrated Time Attendance Access Control) for enhancing employee discipline in MOH-Kingdom of Bahrain, **2016 Najat Alhammar.**

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Activating the strategy of the Sports Investment at Football Teams within the framework of Privatization of Sports Clubs inside KSA (Exploratory Study), **2014 Faris Al Subai.**

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The Role of Organizational Culture in Reinforcing Organizational Loyalty: An Empirical Study in the Ministry of Housing the Kingdom of Bahrain, (HRM Master Degree Program) at Applied Science University, KoB, September, **2012 Mohamed Yousif**
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E- Government Services on the context of HR and the extent of its vitality at Education Ministry in Bahrain, (MSc- HR) (**Sheekha Nabeel Muhamad**), Applied Science University, Manama- Kingdom of Bahrain, **2011**.

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The Malaysia Open University hosted by AOU- Bahrain Branch

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Organization Architecture with the Context of IT: Comparative Study in Private and Mixed Firms- Mosul (MSc **2006**) (Athwaa Muhammad)

The Role of Credit Analysis in Reducing Non-Performing Bank Loans – Field Study at Commercial Banks in Jordan (Ph.D **2003**)(Marai Bani Khalid)

The Role of Information Technology in Reengineering of Administrative Processes: A Case Study in the College of Administration and Economics-Mosul University (M.Sc. **2003**) (**Shaema Muhamad**)

The Impact of Cognitive Styles on Formulation of Strategic Orientation: A Pilot Study of Top Management Views in Private Firms – Mosul (Ph.D. **2003**) (Khalid M. Markham)

The Effect of Groups Dynamic and Leadership Behavior in Promoting Organizational Loyalty: Study of Top Management Opinions in Private Firms-Ninawah (M.Sc. **2002**) (**Raghad Kharoofa**)

The Role of Empowerment in Enhancing Organizational Innovation: A Study of Scientific Leaders Opinions at Mosul University (Ph.D. **2002**) (**Jalal Saad Al- Mulook**)

The Role of Human Recourses Information System toward a Competitive Advantage as Applied at Governmental and Private Banks –Mosul (M.Sc. **2001**) (**Bassam Al- Youzbaki**)

Strategic View to Business Organization Objectives and Financial Behavior Modes Alignments: With Reference to Strategic Apex (M.Sc. **2000**) (**Ahmad Younis Al- Sabawi**)

Macro-Constructive Strategy Design toward Selection and Developing Strategic Apex Leaders in Iraq (Ph.D **1998**) (**Faiq Meshaal Qaddori**)

Organizational Climate and its Impact upon the Determination of Strategic Behavior and choices: As Applied at join-stock companies in Mosul District (M.Sc.**1995**) (**Fallah Sultan**)

The Impact of Organizational and Personal Factors in the Continuing Migration of Scientific Highly Qualified Manpower: Applied Study on Iraqi Universities for the period 1989-1993. (MSc. **1994**) (**Rifaat M Ali**)

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<http://aripd.org/aripd/index/policies/jasps>, USA.

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Reviewer, **Allied Academies**, <http://www.alliedacademies.org/> (Scopus listed)

Field work Experience methods:

Designing models for the purposes of preparing strategies of all kinds, key performance indicators and methods of implementing them.

All performed in a practical and professional manner, as well as the reality of quantitatively measuring them up to the percentage of achievement of the overall strategy completion and related performance progress distributed among the departments responsible for their implementation **in the applied field.**

Many teaching tools have been used:

Moodle e-Learning System

Online Examination System

Distance Learning Technology

Remote classes teaching System

Using Webex – ACES e-Learning System

Turnitin plagiarism software

Electronic Data Bases for research

Survey Monkey

Online survey system

SPSS Software

Minitab Software

ERP smart, comprehensive system

Teaching by (in class student group learning) technique

Business Lab Applications

	<p>Teaching Methods:</p> <p>Independent Learning Method</p> <p>Group Coaching Method</p> <p>Individual Assignment Using Standard Template Method (Establishing Startup Business).</p> <p>Teaching through Labs for business program</p> <p>Teaching by cases, examples, role playing, and teacher experience in business and industry.</p> <p>Teaching by objective learning method using excel, SPSS, MINITAB, online format methods.</p> <p>Remote class method.</p> <p>Online Workshops in the time of Corona Virus (COVID19):</p> <p>Many workshops have delivered online, using Zoom and other applications. 2020</p> <p>Languages Proficiency:</p>
Languages	<p>English language – Fluent</p> <p>Arabic language- Native language</p>
References	<p>References:</p> <p>Available on request</p>