

MOHUMMED HARIS

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OBJECTIVE:

To pursue a career in an organization that provides challenging opportunities for constant professional & personal development and also allows optimum utilization of my acquired knowledge & skills.

SUMMARY OF EXPERIENCES:

- A highly dedicated and result oriented professional with over 11 years of experience in Organizational Strategic Planning and Performance Management (*Balance Scorecard, KPIs & Project Management*).
- Well organized, with a track record that demonstrates self-motivation, creativity and ability to successfully achieve both organizational & personal goals.
- Ability to develop a team spirited environment through positive and proactive leadership style.

PROFESSIONAL EXPERIENCE:

Senior Corporate Performance Consultant at SIDF (Sep 2019 – Present)

- Acting as the "Corporate Advisor" for strategic performance management related issues, providing relevant insight and advice to top management, other members of Corporate Management, and the Strategic Planning Organization.
- Providing advice and guidance on the development of the company's strategic performance management framework and measurement system; leading the development, deployment and management of an integrated system.
- Developing and cultivating key matrix relationships to advance strategic performance initiative in order to ensure the company is actively, effectively and dynamically managing to achieve its strategy.
- Preparing for, facilitating, and follow strategy and initiative portfolio review meetings, including the Annual Strategy Refresh.

Sr. Specialist, Corporate Performance Management at STC Solutions (Mar 2016 – Aug 2019)

- Implementing and monitoring Performance Management System across the organization based on the Balanced Scorecard methodology.
- Cascading the Organizational Strategy (Corporate Scorecard) down to individual level with clearly performance measures.
- Automation of the performance management system.
- Developing scorecards for VPs, Directors and Executive Managers.
- Conducting performance analysis, highlighting challenges and providing recommendations.
- Conducting quarterly Executive management performance reviews.
- Conducting monthly Divisional management performance reviews.
- Preparing Strategic and Operational performance reports on a periodic basis.
- Conducting awareness sessions on Balanced Scorecard and KPIs.

Achievements:

- Successful implementation of Corporate EPM Suite 4.1.

Corporate Strategy & Performance Management - Consultant at NAJM (Feb 2010 – Feb 2016).

- Assisting Senior Management in the development and communication of Corporate Strategy.
- Assisting Senior Management in the execution of Corporate Strategy across NAJM.
- Preparing quarterly Corporate Strategy progress report for CEO and BOD.
- Monitoring and reporting progress of all the Strategic projects carried out at NAJM.
- Developing and communicating annual Corporate Budget.
- Monitoring and reporting Budget consumption and Revenue (Plan vs. Actual).
- Managing Change and Issues related to projects carried out at NAJM.
- Preparing presentations for the CEO and BOD.
- Conducting weekly meetings with all Managers to highlight issues, concerns and achievements.
- Developing new and improving existing Processes, Policies, Procedures and Forms throughout the organization.
- Coordinating both Internal and External Audits activities.

Achievements:

- Successfully developed and deployed NAJM's first ever Long Term Strategy.
- Successfully incorporated new structure within Strategy & Performance Management Dept. to support NAJM's Corporate Strategy.
- Successfully coordinated and assisted management in developing an Authority Matrix across the organization to support Najm's Long Term Strategy.
- Successfully developed and Implemented KPIs across Najm to support Corporate Strategy.
- Successfully developed Najm's Customer Care Unit Strategy.
- Successfully define framework for developing Najm's first ever Fraud Management Strategy.
- Successfully carried out a country wide Quality Improvement Project for NAJM's Liability Determination Service.
- Successfully implemented "Cost Reduction Program" to identify and eliminate inefficiencies in operational costs.
- Successfully developed Business Case for Najm's new service called "Claims Receiving".
- Successfully developed a Business Case on NAJM's Fleet with successful recommendations.

IT Strategic Planning Analyst at Etihad Etisalat - Mobily (Dec 2008 – Feb 2010).

- Monitoring IT Budget spending on daily basis.
- Keeping track of all IT related Contracts with various Vendors.
- Assisted in the preparation of BSC on quarterly basis.
- Assisted in the preparation of IT Strategic Initiatives updates on monthly basis.
- Worked on IT Vendor Relationship Improvement Project.
- Carried out "IT Department Customer Satisfaction Survey" to help measure IT Department's performance.

Achievements:

- Created IT Vendor Contract Repository accompanied by Expiry Tracking Sheet for IT Dept.
- Was nominated to prepare "Mobily IT Structure" diagram for Senior Management.
- Spearheaded the Benchmarking exercise with Consultants (Oliver Wyman) on behalf of IT Dept.
- Coordinated the recruitment exercise for Mobily InfoTech in Bangalore with Wipro (Recruitment Agency).

Finance Assistant at APM Global Logistics Pakistan Pvt. Ltd. (Sep 2008 – Dec 2008).

- Monitoring daily Cash Flows.
- Looking after the Taxes of the Company (Half monthly, Monthly, Quarterly and Yearly).
- Preparing and monitoring Bank Reconciliation on daily basis.

EDUCATION:

Institute of Business Management (IoBM), Karachi.

- **Master of Business Administration (MBA):** Major in Finance, May 2008

Institute of Chartered Accountants of Pakistan, Karachi

- **CA Foundation,** September 2006

University of Karachi

- **Bachelors in Commerce,** January 2006

D.A Degree College for Men, Karachi

- **Higher Secondary Certificate,** 2003

D.H.A Model High School Phase VII, Karachi

- **Secondary School Certificate,** 2001

MEMBERSHIPS:

- Member – Balanced Scorecard Institute (BSI)
- Member - The KPI Institute
- Member – Project Management Institute (PMI)

PROFESSIONAL CERTIFICATIONS & COURSES (Online & Onsite):

- Certificate in Strategy Management Performance System (SMPS) – *Strategy Management Group (SMG).*
- Certified KPI Professional & Practitioner (CKPIPP) – *The KPI Institute*
- Certified Balanced Scorecard Professional (BSP) – *Balanced Scorecard Institute (BSI) USA.*
- Competitive Strategy - *Ludwig-Maximilians-Universität München (LMU).*
- International Organizations Management - *University of Geneva.*
- Foundations of Business Strategy - *University of Virginia.*
- The Kerzner Approach® to Project Management Excellence - *International Institute for Learning, Inc.*
- Leading Complex Projects (Project Leadership Simulation Program) - *International Institute for Learning, Inc.*
- Presentation Skills Training Course (PSTC) - *Institute of Chartered Accountants of Pakistan (ICAP).*

KEY SKILLS & EXPERTISE:

- Balance Scorecard (BSC) development & implementation.
 - Key Performance Indicators (KPIs) development & implementation.
 - Project Management skills.
 - Good communication skills to include both written and oral communication.
 - Computer skills include proficiency in Microsoft Word, Excel & PowerPoint.
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CORPORATE COURSES (at APM Global Logistics Pakistan Pvt. Limited):

- APM Mail Business Processes Outlook 2003
- Cost Leadership
- GCSS Processes 5.3
- MLIS Invoicing
- MePC E-Learning

OTHER ACHIEVEMENTS:

- Secured First Position in the famous “Night at the ER” game conducted by Mr. Aural Brudan (CEO, KPI Institute) at Marriot, Riyadh.
- Was declared “Best Intern” for Internship Program 2008 at PIA.
- Was presented with the “Honoree Shield” by the Principal of PIA Training Centre in recognition of my “Presentation Skills”.
- Was on Scholarship throughout my MBA program.
- Secured 2nd highest marks in school as well as in college.
- Secured 1st position in high jump at District Level in 2000-2001.
- Won various debate, essay, poetry, drawing and athletics competitions.
- Also received a letter of appreciation from Director Education D.H.A (Defense Housing Authority) for outstanding performance in various extracurricular activities

PUBLIC SPEAKING, SEMINARS & FORUMS:

- Invited as a subject matter expert to conduct a 60 minutes Round Table Workshop “2019 and Beyond: Expected Trends in IoT” at the 2nd IoT EurAsia Summit held in Istanbul in April 2019.
 - Invited as a guest speaker to conduct a session on “Taking Advantage of technology: Utilizing Tools to transform Organizational Performance Management” for 2nd MENA Public Sector Excellence Conference held in Dubai in March 2019.
 - Invited to be part of the Panel discussion on “Bringing IoT to EurAsia: The Big Picture” at the 1st IoT EurAsia Summit held in Istanbul in April 2018.
 - Invited to conduct a Masterclass on “Implementing Balanced Scorecard & Performance Tool” during MENA Public Sector Excellence Conference held in Dubai in March 2018.
 - Invited to attend workshop on ‘The 7 Habits of Highly Effective People’ by Franklin Covey.
 - Attended BSC Forum - Two Day Master Class conducted by Dr. Robert Kaplan at Marriot, Riyadh.
 - Attended KPI Clinic conducted by Mr. Aural Brudan (CEO, KPI Institute) at Marriot, Riyadh.
 - Attended the 3rd International Management Conference held at Sheraton Hotel, Karachi.
 - Attended an online seminar on “Holistic Marketing Paradigm” conducted by Professor Philip Kotler.
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