



# M. Ali Yaqoob



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## Career Snapshot

I am a seasoned HR professional with over 20 years of diverse experience. In my most recent role as Head of Corporate HR & Communications at MTM, I successfully led a team of 32 members. I have worked for manufacturing as well as service sectors. Throughout my career, I have delivered innovative HR solutions to meet the human capital management needs of various organizations. My background includes extensive experience in both HR consulting and internal HR services, providing me with a well-rounded perspective to address challenges from multiple angles. My approach to learning & development and employee engagement is characterized by a balance of enjoyment and effectiveness, ensuring the transfer of knowledge, skills, and attitudes in a meaningful manner. Throughout my career, I have consistently exhibited a steadfast dedication to my profession, evident in my willingness to embrace new challenges and advance (promotion) to increasingly complex roles

## Consulting Engagements – A representative list indicating diverse experience

PTCL	Regus	Kashf Foundation
BATA Pakistan	Stiefel	Kohinoor Maple Leaf Cement
Systems Limited	IFFCO UAE	Shaukat Khanum Cancer Hospital
Schering Asia	Baeyer	Ibrahim Kanoo, Bahrain
Al Tuwairqi Steel Mills	PEL	Pfizer
Riphah International Uni.	Highnoon	British Petroleum
Remington	Style Textile	Red Communications

## Portfolio of Initiatives – A representative list

- Developed and delivered a number of open enrollment learning programs from multiple platforms.
- Developed OD department from scratch for MTM (Masood Textile Mills).
- Got learning catalogues developed for three consecutive years (2021, 2022, and 2023 for MTM (Masood Textile Mills).
- Initiated virtual assessment center and benefit from it for training needs analysis.
- Partnered with and represented international HR vendors in Pakistan such as; The KPI Institute Australia, Cubiks UK and Central Test France.
- Successfully developed MTM's corporate academy for online, in-person and blended learning programs.
- Formed partnership with the FAST National University CFD campus (as an external independent examiner) for corporate academy.
- Got appointed as a member of the "academic counsel" in 2023 for National Textile University,

- Successfully re-structured and transformed personnel department at **Abacus Consulting** to a modern and more effective HR department to align its output with Company’s business requirements.
- Developed HR department at **MTM** from scratch.
- Successfully implemented cloud computing HRMS solutions at **AbacusConsulting and MTM** – web based solutions for automation of HRM processes as well as for employee self-service.
- Developed on boarding programs for **AbacusConsulting and MTM**
- Developed and facilitated (Lahore, Karachi and Islamabad Offices) "Living Our Values" training sessions for **AbacusConsulting** based on core values of the Firm.
- Worked on cultural transformation for MTM through learning and development related initiatives.
- Launched first ever annual magazine for **MTM** by the name “The Wreath” as a patron.
- Successfully launched “Diversity, Inclusion and Equity” project by designing an outreach program targeting at the local talent of Gilgit Baltistan – a remote and under privileged area in Pakistan.

## Work Experience

### 1 Experience (Latest)

**Employer** Azlan’s Training & Consulting  
**Position** HR Consultant & Advisor

### 2 Experience (Latest)

**Employer** Masood Textile Mills (MTM) [www.masoodtextile.com](http://www.masoodtextile.com)  
 MTM is one of the largest vertically integrated companies having 25,000 employees based out of Faisalabad, Pakistan. I was spear heading two areas  
 1. Corporate HR and 2. Corporate Communications.

**Employment Duration & Titles** Head of Corporate HR & Communications  
 December 1, 2020 – December 15, 2023

Senior Manager OD (Organizational Development)  
 October 7, 2019 – November 30, 2020

### 3 Experience

**Employer** Clavum Consulting (Self Employed)  
**Employment Duration & Title** Principal HR Consultant & Entrepreneur  
 January, 2015 – October, 2019

## 4 Experience

<b>Employer</b>	AbacusConsulting ( <a href="http://www.abacus-global.com">www.abacus-global.com</a> ) AbacusConsulting is a professional services consulting firm based out of Pakistan having its presence in countries like;UAE, Saudi Arabia, UK and USA.
<b>Employment Duration &amp; Titles</b>	Senior Manager HR July 2012 – January, 2015  Manager HR January 2009 – June 2012  Managing Consultant July 2007 – December 2008  Senior Consultant September 2006 – June 2007

## 4 Experience

<b>Employer</b>	Shaukat Khanum Cancer Hospital and Research Centre <a href="http://www.skm.org.pk">www.skm.org.pk</a> Shaukat Khanum is a nonprofit state-of-the-art cancer hospital
<b>Employment Duration &amp; Titles</b>	Assistant Manager Recruitment & Selection January 2005 – September 2006  HR Officer October 2003 – December 2004

## Educational Background

- MSc in HRM from Edinburg Napier University, UK – In Progress
- PGD in Business Administration awarded by SBP, UK.
- PGD in Human Resource Management awarded by PIQC and NUST

## Professional Development Initiatives

- **Certified Learning & Development Manager** by Middle Earth Consultants India in association with CAMI (Carlton Advance Management Institute, USA) – training held in Dubai.
- **Certified OD Analyst** by Middle Earth Consultants India in association with CAMI (Carlton Advance Management Institute, USA) – training held in Dubai.
- **Certified Assessment Centre Analyst** by Middle Earth Consultants India in association with CAMI (Carlton Advance Management Institute, USA) – training held in Dubai.
- **Certified in PAPI** (Psychometric Assessments) by Cubiks, UK.
- **Certified Trainer & Facilitator** by Middle Earth Consultants India in association with CAMI (Carlton Advance Management Institute, USA) – training held in Dubai.
- **Certified Compensation & Benefits Manager** from Middle Earth Consultants India and Advance Management
- **Human Resource Management & Administration** from LUMS (Lahore University of Management Sciences)
- **Human Capital Measurements** from Quick biz
- **The Relationship Revolution** from TerraBiz facilitated by Larry Hochman – an international trainer.
- **Role Clarification and Position Evaluation** (MERCER)
- **Competency Based Recruitment & Selection** (British Council)
- **Hiring The Best** from (MAP)
- **Leading & Managing Change** from LUMS – Lahore University of Management Sciences.
- **KPI Master Class** by The KPI Institute
- **Design Thinking** by IKL
- **Talent Management & Succession Planning** by Middle Earth Consultants
- **Blue Ocean Strategy** by IKL
- **Mastering Responsiveness** by IKL
- **Diversity Equity & Inclusion** by IKL

## References

Available on request