




Personal Information		
Full Name: Yazeed Alhezzani Year of Birth: 1985 Address: Riyadh, Saudi Arabia	Email: Yaz9eed@hotmail.com Mobile No: 00966506295184	
Profile Statement		
Life is in constant change and the only constant is change perse. This is what inspires me to work on helping organizations to prosper and enabling their people to thrive because every venture is different. Hence, I believe that “imagination is more important than knowledge” <i>Albert Einstein</i> , and creativity is essential to overcome challenges faced by clients in such rapidly changing environment. So, I’m passionate about working on organizational strategy consulting projects with government and semi-government entities in Saudi Arabia to help them fulfill vision 2030.		
Work Experience		
2022 - Present 	Senior Expert – Change Management I lead change management workstreams for projects in public and private sectors in KSA. I work with a wonderful team who have ‘I can’ attitudes that make work joyful and fulfilling place to be.	
2021 - 2022 	Management Consultant I work with a team of consultants on projects related to change management, strategy analysis and evaluation, and digital implementation by consulting and partnering with clients to help them develop high performance solutions to advance their industry position.	
2018 - 2021 	Organizational Strategy Senior Consultant at Korn Ferry, Riyadh, KSA I worked with a team of 3-7 consultants on organizational strategy consulting projects with government and semi-government entities in Saudi Arabia to fulfil vision 2030. These projects include various organizational aspects such as organization re-structuring, change management, leadership development, talent assessment, and culture and engagement assessment.	
2017 – 2018 	Academic Advisor at University of Warwick, UK I supervised and assessed three dissertations for masters students at WMG, University of Warwick. In particular, I guided students to chose inspiring research topic, formulate research question, design appropriate research methodology, and make sense of the results.	
2017 - 2018 	Research Volunteer at Judge Business School, University of Cambridge, UK I worked with Professor David De Cremer who is world's top 30 management gurus for 2020 by Global Gurus. I assisted Prof David to develop various modules for executive education at Judge Business School.	
2016 - 2018 	Associate Lecturer at Coventry Unviersity, UK I taught IT and Business modules for Bachelors students over six semesters.This includes marking their exams and assignments and giving feedback.	
Education		
2010 - 2015 	Doctor of Philosophy (PhD) PhD in Management research from Brunel University, London, United Kingdom <ul style="list-style-type: none">Research area: Organizational change and developmentTitle: Title: Investigating Strategies to Overcome Change Recipients’ Resistance to Organizational Reorientation: A Salience PerspectiveResearch methodology: Qualitative case study is the research design adopted in my research by doing face-to-face interviews with 30 people from one of the leading telecommunication companies in the UKResearch results: A framework that informs change management scholars and practitioners of the possible strategies to employ in order to mitigate the resistance of change recipients.	

2016 - 2017 	Masters (MSc) Masters in E-Business from Oxford Brookes University, Oxford, United Kingdom Key subject areas: <ul style="list-style-type: none"> Digital Marketing Quantitative Research Methods using SPSS MIS Management Building E-Business using PHP
2008 - 2009 	Masters (MSc) Masters in Management from University of Southampton, United Kingdom Key subject areas: <ul style="list-style-type: none"> Project Management Human Resources Management Strategic Management Strategic Marketing. Knowledge Management. Report Writing
2002 - 2007 	Bachelors (BSc) Bachelors in Information Systems Management from King Saud University, KSA Key subject areas: <ul style="list-style-type: none"> Information system analysis E-commerce Database Management Enterprise Resources Planning Marketing

Core Competencies

Change Management	Developed through my PhD research on change management as well as leading change management work stream for a government entity project
Leadership Development	Developed through my education as well as working on leadership projects
Management Research	Developed through my PhD research as well as publishing several articles
Other competencies	
<ul style="list-style-type: none"> Culture Transformation Team Leadership Effective Communication 	<ul style="list-style-type: none"> Competency Development Initiative Creativity Staff Engagement Reports Writing Critical Analysis Workforce Planning Effective Presentation MS Office


Notable Projects

Project description	Budget	Duration
Change management for overseeing and managing nine IT related projects with a leading company in the Oil industry in KSA. I was assigned as a leader of the change management workstream along with other consulting firms.	20M SAR	8 months
Learning and development project for semi-government entity in health sector in KSA. My role was to develop learning maps for every job at the organization by doing 70+ interviews and focus groups.	3M SAR	8 months
Employees' compensation and benefits project for government entity in KSA. My role was in conducting socio-economic study in order to assess the impact of designing a new compensation and benefits on the staff. Also, I led the change management work stream.	10M SAR	10 months

Selected Publications

- Alhezzani, Y. M. R (2020). Change Recipients' Resistance and Salience to Organizational Re-creation: The Effects of Participation and Coercion Strategies on Change Derailment. *Organization Management Journal*. <https://doi.org/10.1108/OMJ-10-2018-0608>
- Alhezzani, Y. (2019). Sense-making and Sense-giving: The Case of Dual Transformation. *The European Business Review*. Available online at (shorturl.at/iwzIO)
- Alhezzani, Y. And Braganza, A. (2016) Change Recipients' Resistance and Salience to Change: A UK Case Study Perspective. Proceedings of the 30 British Academy of Management Conference, Newcastle, UK.

Professional Certifications

 Prosci® Change Management Practitioner
