Personal Information

Full Name: Yazeed Alhezzani

Year of Birth: 1985

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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" *Albert Einstein*, 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

accenture

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

WARWICK

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 resutls.

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 Guruson. I assisted Prof David to develop various modules for executive education at Judge Business School.

2016 - 2018

Associate Lecturer at Coventry Unviersity, UK



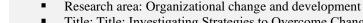
I taught IT and Business modules for Bachelors students over six semesters. This includes marking their exams and assignments and giving feedback.

Education

2010 - 2015

Doctor of Philosophy (PhD)

PhD in Management research from Brunel University, London, United Kingdom





- Title: Title: Investigating Strategies to Overcome Change Recipients' Resistance to Organizational Reorientation: A Salience Perspective
- Research 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 UK
- Research 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					
OXFORD	Key subject areas:					
BROOKES	 Digital Marketing 	•	MIS Management			
UNIVERSITY	 Quantitative Research Methods using SPSS 	•	Building E-Business using PHP			
2008 - 2009	Masters (MSc)					
	Masters in Management from University of Southampton, United Kingdom					
Court UNIVERSITY OF	Key subject areas:					
Southampton	 Project Management 	•	Strategic Marketing.			
•	 Human Resources Management 	•	Knowledge Management.			
	 Strategic Management 	•	Report Writing			
2002 - 2007	Bachelors (BSc)					
	Bachelors in Information Systems Management from King Saud University, KSA					



Key subject areas:

- Information system analysis
 - E-commerce
 - Database Management
- Enterprise Resources Planning
- Marketing

Core Competencies								
Change Management	ge Management Developed through my PhD research on change management as well as							
	leading change management work stream for a government entity project							
Leadership Development	ent Developed through my education as well as working on leadership projects							
Management Research	nent Research Developed through my PhD research as well as publishing several articles							
Other competencies								
 Culture Transformation 	 Competency Development 	 Staff Engagement 	Workforce	e Planning				
■ Team Leadership	Initiative	Reports Writing	■ Effective Presentation					
 Effective Communication 	Creativity	Critical Analysis	MS Office					
Notable Projects								
	Project description		Budget	Duration				
Change management for overseeing and managing nine IT related projects with			20M sar	8 months				
a leading company in the Oil industry in KSA. I was assigned as a leader of the								
change management workstr	eam along with other consulting	ig firms.						
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Project description	Duugei	Durauon
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