

EMAD GHAENI

ILIA MANAGING PARTNER



PERSONAL INFO

Nationality: Iranian
Date of Birth: 1980 June 30th

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ADDRESS

No.3, PrioZ, Jordan St., Tehran, Iran

LANGUAGES

Farsi: Native
English: Professional

SUMMARY OF QUALIFICATIONS

Belief

I see business as spiritual activity in which we do our best to provide people with product and services they want and even love. Business is also a growth context for our character & skills.

Values

Being trustworthy, Collaboration, Being Pioneer, Envisioned Result.

Qualifications

21 years experience in leadership and organizational development as a practitioner with solid academic background.

WORK EXPERIENCE

Apr 2021 Present	Managing Partner & Board Member (ILIA Corporation) A Management Consulting Firm
Dec 2020 Present	Investor & Board Member (Jaan) A Wellness Application
Mar 2020 Present	Board Member (Karboom) An HR Company
Jun 2020 Present	Competency Development Manager (Rhyton Solutions GmbH) An Intelligent Information System
Jan 2011 Mar 2019	Board Member & Senior Partner (Shaparak) A Management Consulting Firm
Jan 2013 Jan 2018	Founder & CEO (Webyad) AN E-learning Platform
Apr 2006 Sep 2015	Co-Founder & Managing Director (Raya Zeytoon) AN Information Technology Company

EDUCATION

Oct 2011 Nov 2018	PhD, Human Resource Management Tehran University
Oct 2003 Nov 2006	MS, IT Management Allameh Tabataba'i University
Oct 1998 Jun 2002	BS, Industrial Management Tehran University

A STATISTICAL SELF REFLECTION

- +21 Years working
- +700 Senior managers developed
- +80 Companies worked with as trainer or consultant
- 2 Book translated one selected as the best seller
- +15 CEOs Coached

Curriculum Vitae

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WORK PROJECTS

LEADERSHIP DEVELOPMENT

- **System Group;** Leadership Development, First-time Manager, Communication skills workshops
- **Saman Tamin Pouyesh;** Leadership development for senior managers
- **Abhar Cable Co;** Leadership development for senior managers
- **Snapp Group;** Mindfulness at work
- **eFarda Co;** Leadership Development Programs
- **Danone;** Leadership Development Program
- **Renault;** Leadership Development Program, Conscious Leadership
- **BEL Rouzaneh Dairy Co;** Leadership Development Program
- **National Iranian Gas Co;** Leadership Development Program
- **Chargoon;** Leadership Development Program
- **Fanap;** Leadership Development Program
- **Behshahr Industrial Co;** Leadership Development Program
- **Tosan Techno;** Leadership Development Program
- **SPGC;** Leadership Development Program
- **NIGC;** Leadership Development Program
- **Savola;** Leadership Development Program
- **Parsonline;** Leadership Development Program
- **Karboom;** ; Leadership Development Program
- **IGTC;** Leadership Development Program
- **Festo;** Teamwork
- **Abre Arvan;** Leadership Development Program
- **Digikala;** Assessment Center, Communication skills, Mindfulness at work
- **Basalam;** Leadership Development Program
- **Madiran;** Leadership Development Program
- **Ofogh Koorosh;** Leadership Development Program
- **Kourosh Food Industry;** Leadership Development Program
- **Takhffifan;** Teamwork
- **Parsian Bank;** Leadership Development
- **Unilever;** Leadership Development
- **Nestle;** Assessment Center
- **Dorsa;** Communication Skills
- **Sheypoer;** Assessment Center
- **Zitel;** Leadership Development
- **Zarrin Roya;** Performance Dialogues
- **Cobel Daro;** Teamwork
- **JTI;** Assessment Center
- **1stQest;** Mindfulness at work
- **Flipnet;** Management Fundamentals
- **Yektanet;** ; Leadership Development Program

E-LEARNING

- **Karafarin Insurance;** project manager
- **Eghtesad Novin Bank;** project manager
- **Ministry of Cooperatives, Labor, and Social Welfare;** project manager
- **IMI,** project manager
- **Iran Insurance;** project manager
- **Saman Insurance;** project manager

CONSULTING

- **ICT Organization- Requirements and frameworks for the production of electronic content;** As consultant and Member of the scientific panel
- **Students Welfare Fund of Ministry of Health and Medical Education- Organizational creativity assessment;** As research director
- **MCI- Agile structure;** As project leader
- **Agah Brokerage- Organizational Values;** project manager.
- **Firoozeh Financial Group - Employer brand evaluation and analysis ;** project manager.
- **Ministry of Health and Medical Education - Knowledge management system design and Implementation-;** project manager
- **Fanap- Organizational Values Design and Rollout Plan;** As project manager.
- **Melk Radar -Scaling up ;** project manager
- **TSETMC- HR processes and systems design and Implementation;** project manager
- **Public Libraries Institute- IT Master Plan**
- **Mellat Bank- Best managers' experiences-;** Consultant

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CERTIFICATES & AWARDS

Ranked 20th in Master Entrance Exam

Ranked 19th in PhD Entrance Exam

Selected as Best Educational Entrepreneur

Mindful Leadership; Mindful Leadership Institute, 2018

Search Inside Yourself; SIYLI, 2016

Inspiring Leadership through Emotional Intelligence; Case Western University, 2015

ITIL Foundation; EXIN, 2009

TOPICS & CONTENTS

Conscious Leadership

Leadership Challenge

Search inside yourself

5 dysfunctions of a team

Crucial Conversations

Crucial Accountability

7 habits of highly effective people

Emotional Intelligence

Digital Leadership

Mastering communication & Dialogue

First Time Managers skills

Organizational Change Management

Coaching for leaders

Performance Dialogue

PUBLICATIONS

BOOKS

Translation of "The 15 Commitments of conscious leadership" – Aryana Ghalam publications.

Translation of "e-learning management book" – Industrial Management Institute publications.

PAPERS

Seyyed Babak Alavi, Emad Ghaeni,. *"Return to Authenticity; A key factor in strengthening the depth of influence of managers and organizational leaders"*, Journal of Management (2018)

Emad Ghaeni. *"Investigating the relationship between manager's mindset, manager's Authentic leadership and employee engagement"*, Journal of Public Management (2017)

Emad Ghaeni. *"A Model For Implementing e-Learning in Iranian Organizations"*, Educational technology - Vol. 50, No. 3, May-June 2010 (Special Issue)

Emad Ghaeni. *"a model to assess the readiness of establishing e-learning in organizations"* Fourth National Conference and First International Conference on E-Learning (2009)

Emad Ghaeni, *"E-learning; Readiness to establish a knowledge management system"*, Fifth International Conference on Fava (2008)

Emad Ghaeni. *"IT governance; A New Approach to Information Technology Management in Organizations"* Fourth International Management Conference (2007)

Emad Ghaeni. *"a localized structure for the development of electronic university content in the country"* Second IT Management and Development Conference (2006)

Emad Ghaeni. *"Practical study of knowledge life cycle models in organizations"* Fifth conference of research and development centers of industries and mines (2005)