

S. HOSSEIN NABAVI

ILIA FOUNDING PARTNER & CHAIR



PERSONAL INFO

Nationality: Iranian

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12/01/1986

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LANGUAGES

Farsi: Native
English: Professional
German: Intermediate
Arabic: Basic
Bahasa: Basic

SUMMARY OF QUALIFICATIONS

- Passionate lifelong learner.
- A strategic, integrative, visual and critical thinker.
- Having seen and understand multi-cultural dimensions! Diverse experiences resulted from consulting, business developments, and research projects and operations in scaling startups, all with international standard.
- A strong force to make operation and initiatives happen.
- With unique team management skills, enabling growths and transformation.

WORK EXPERIENCE

Aug 2015 Present	Founder & Chair (JIBit Payments) A fintech startup in Iran
Aug 2008 Present	Founding Partner & Chair (ILIA Corporation) A consulting and research firm in Iran
Feb 2008 Jul 2008	Marketing Consultant (Vienna Review) The English published newspaper in Vienna
Jan 2007 Jan 2008	Business Analyst (DAY Allied Enterprise) A business development and trading Co.
Nov 2005 Jan 2008	Co-Founder (ASNA Co.) A design and advertisement company

EDUCATION

DEC 2012 Present	Doctorate of Business Administration (DBA) International School of Management, Paris Thesis of Cross-Cultural Leadership
APR 2010 MAR 2012	Master of Business Administration (MBA) Webster University Vienna, Austria (Scholarship Award) – GPA 3.6

A STATISTICAL SELF REFLECTION

- +13** years working & **+200** jobs created
- +200** projects conducted & **+3** million euro funds raised
- +2** BT monthly operations management
- +50** managers developed and trained
- +30** successful people currently advising
- +3** academic degree & **30** non-academic courses
- +150** books read & **+50** books summarized
- +20** country visited & **+5** countries lived in

WORK EXPERIENCE

Holding Strategy Design – 2013-06/Ongoing – Petro Pejhvak Setareh Kish, Tehran

Acting as the project manager, after assessing the current status of the organization, and mapping the desired future of the company, we assisted the client to design the corporate strategy

Fan Club Business Model – 2013-10/Ongoing – Canon Tehran, Tehran

Contributing as the project owner, we have helped our client understand, frame and design their ideal business model, analyzing the key stakeholders and defining the venture strategy.

High-tech Export Manual – 2013-07/Ongoing – Center for Innovation and Technology, Tehran

Begin the project manager, we are assisting our client through research and best case studies to define the best export process and consequently guidelines for high-tech related products and services.

Market Research on Tire Industry – 2013-09/2013-10 – Medina MED, Tehran

Acting as the project controller, we research and studied the tire market in Iran and assisted our client to make better market entry decision. The research was brief, but provided actionable key figures.

Market Research on Dental Equipment – 2013-10/2013-11 – Dr. Asayesh, Tehran

Acting as the project controller, we helped our client understand the key equipment's and product being used in the market, their products, the quantities being produced, before establishing a factory.

Organizational Scan and Report Preparation – 2013-10/2013-11 – ICHTO, Tehran

Contributing as the project controller, we assisted our client to understand their current status, and pinpoint their key priority projects, by interviewing top level managers.

Promotional Packages – 2012-11/2013-02 – ARIA Pishrow Gharn, Tehran

Acting as the project manager, we studied the company and extracted the key points to be used as the content of their promotional packages. We provided them with the key message to be communicated.

Crocodile Farm Feasibility Study- 2012-03/2012-09 – A Privet Investor, Tehran & Gheshm

As the project controller, I monitored the project progress and also guided the direction of the study, checking if Iran market is ready for establishing such farm, and to see if economically this is feasible.

Mngt. Cockpits & Key Performance Indicators- 2011-03/2011-06 – Webster University, Vienna

With the rest of the team members, we defined the KPI's for our client and help them improve monitoring of their progress, and also communicate quantified achievements.

Process Reengineering - 2011-09/2011-12 – G4S International, Vienna

With the rest of the team members, we assisted our client improve and redesigned process map up to level 3, and consequently improve their financial performance, and design better product portfolios.

Knowledge Management – 2010-05/2012-10 – General Motor Austria, Aspern

With the rest of the team we defined people, process, culture and IT dimensions of KM concept and help them re design some of the factories processes to place KM boxes.

ASSESSMENT RESULTS

StandOUT

As a Provider / Stimulator, your greatest value to the team is that You Make the Exciting Safe!

You are the expert listener. You are gifted at hearing our stories, honoring them, and then helping us to move forward. Your guiding belief is that we can answer our own questions, respond to our own challenges, find our own power to think something through and then take action. When we are down, you pull us back up and get us feeling like we have it within us to charge forward. Where some people excel at arbitration, hearing both sides and deciding for everyone, you are an excellent mediator, carefully paying attention and finding the common ground, staying positive, and keeping faith that there is indeed a resolution -- all with your characteristic self-deprecating yet energizing brand of humor. You make sure that every voice is heard.

Strength Profile (VIA)

- 1) Spirituality : Having coherent beliefs about the higher purpose and meaning of the universe; knowing where one fits within the larger scheme; having beliefs about the meaning of life that shape conduct and provide comfort.
- 2) Leadership: Encouraging a group of which one is a member to get things done and at the same time maintain good relations within the group; organizing group activities and seeing that they happen.
- 3) Self-Regulation: Regulating what one feels and does; being disciplined; controlling one's appetites and emotions.
- 4) Honesty: Speaking the truth but more broadly presenting oneself in a genuine way and acting in a sincere way; being without pretense; taking responsibility for one's feelings and actions.
- 5) Love: Valuing close relations with others, in particular those in which sharing & caring are reciprocated; being close to people.

Barrett (Value Center)

From the values you selected it is clear that you are a person for whom meaning is important. You have a strong set of moral standards which are important in how you treat others and how you wish to be treated. Your values show:

| You are true to yourself and your principles and build confidence with others by living your life accordingly. | In your pursuits, you always strive to be at the top of your game. | You like to ensure information is clearly understood and expressed | You demonstrate dedication in all that you do. | You appreciate high standards of quality and are driven to maintain these in all aspects of your life. | You enjoy having opportunities to guide and direct others. You are not afraid to take charge. | You make a conscious effort to hear and consider the opinions of others. | You see possibilities where others cannot and you have an understanding of the steps needed to get there. |

The type of values you selected indicates that your individual capabilities are most important to you. Understanding our values helps us better understand ourselves and why we may act or react in the way that we do. For example, if someone undermines one of your values it can result in feelings of hurt; you would be likely to feel upset if your value of "clarity" was not being honored by someone else. Similarly, if you make a decision which goes against one of your values this may lead you to feel uneasy or unsettled about the decision, because you are not being true to yourself.

You have selected one value which might be classed as potentially limiting or fear based:

Control: A desire for control may illustrate an underlying fear or lack of trust. It can also indicate a need for power over others and can inhibit relationships. To what extent do you think that this affects the decisions you make and how others see you?



	Area
being the best	3
clarity	5
commitment	5
control (L)	1
excellence	3
integrity	5
leadership	6
listening	2
trust	5
vision	7

Principles You (Value Center)

You are most like The Coach

Coaches regard self-growth, development and learning as a cornerstone of life and daily practices and they teach and model these as aspirations for others. They tend to be both demanding and caring, humble and resilient.

You also have attributes of the Inspirer and the Campaigner

The Inspirer

Inspirers lead through motivating people to get behind a challenging and important idea, project, or business objective. They tend to be motivating, engaging, supportive and leadership-oriented.

The Campaigner

Campaigners focus on rallying others around ideas, positions and solutions and achieving practical results. They tend to be ambitious, agile, inspiring, energetic and practical while at times being single-minded.