



## Nehad Tadros

Professional Certified Executive Coach, EQ /Team coach & Trainer Dubai- UAE  
Nominating coach for ARAMEX International winners of the Middle East Prism Award in 2017  
Prism -Middle East and Global Award Consultant  
Coaching Culture Consultant  
Participant in the Judges Panel for the ICF Global Prism Award in 2017 and the ICF Young Leaders Award 2018  
Volunteer for different ICF Global initiatives such as the Arabic Task Force and Prism project  
UAE ICF Chapter President in 2018 & 2019  
Free Lancer & Internal consultant @ Aramex International

### Overview:

Nehad worked for 27 years in Aramex International. Moving from a corporate head of HR and training to the head of talent and development and last role was the Global Coaching and Leadership Director. Currently Nehad works as a consultant with Aramex.

An executive coach, mentor, change agent and facilitator who has been working in the field of organizational change, coaching and mentoring since 2003. Nehad has a significant international experience having spent 15 years working with leaders from MENA, Asia, Europe, USA and over 20 years' experience in Leadership talent, team, and organizational development. She is qualified in a broad range of assessments, development and performance psychometric tools. Currently working on her Master Coaching Certification.

### Areas of Expertise

- Executive coaching
- Succession planning, talent and career development
- Assessment centers manager and assessor
- Creating talent maps to support company restructuring.
- Emotional and social intelligence and personality assessments to help leaders achieve satisfaction and happiness on personal and work level
- Leadership and executive level development
- Trainer for trust, Lead4success, leadership skills, Emotional Intelligence, coaching, time management & HR related programs
- Mentor coaches to support their international accreditation
- HR consultancy
- Conduct assessments to set customized personal leadership development programs
- Company values, mission and vision creation

All provided in Arabic & English

## Certifications

- PCC Markers Certificate- ICF Assessor Accreditation
- Professional Coach Certification (PCC) - ICF
- Certified Coach for Innovation & Startups
- Certified Mentor Coach
- Marshal Goldsmith Certified Stakeholders centered coaching
- Certified Team, leadership and organization Vital Signs toolkit.
- Emotional Intelligence Coach and Assessor
- Emotional Intelligence Trainer
- Kirkpatrick Four Levels Evaluation Certification
- Certified Team Coach
- Occupational Testing by the British Psychological Society (BPS) Level A or Level B.
- Myers-Briggs Personality Type Indicator (MBTI)
- Assessor to manage, design and develop an Assessment and development Centre.

## Expertise

Nehad worked as a consultant, coach, facilitator and assessor in several public and private sector such as Aramex, ADNOC, Dubai Airports, Nestle Waterhouse marketing team -France. Sheikah Bodour Executive Office, UAE BBY in Sharjah-UAE, Ajman University. Tawteen-Dubai. Ministry of Human Resources and Emiratization.

## Coaching approach

- Uses different globally accredited on line assessment tools to define and cocreate the development and coaching goals. Holds a meeting with the coaching sponsor/direct manager to agree coaching expectations ROI/ROE, and how often they wish to get progress reports. Then a free chemistry/discovery session is held with the coachee or the team to explain what is coaching and how the process works and to set the coachee/client or team expectations clearly. When assessments tools are used, she holds 2-3 hours debrief with the coachee/team to review outcome of assessments and to define development, action areas and coaching specific goals. After session 5 a stakeholders centered feedback is conducted to solicit positive changes and or areas to focus from all key stakeholders.
- Upon the completion of the full coaching journey . 360 tools are used to measure the impact on the leader effectiveness, performance, stake holders relationship as well as overall impact on career, team and organization.

## Professional Affiliations

- Member in the International Coach Federation.
- Member in the 6 seconds Emotional Intelligence Network.
- Key speaker in the EQ summit in 2017 held in Dubai.
- Speaker in the Emotional Intelligence virtual summit in 2015 as a speaker.
- Associate with Center for Creative Leadership
- Associate with Moovone -France
- Associate with CIPD