

Rodwan H. Fallatah PhD, MSc, BA (Hons)
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Objective and Personal Statement

A PhD Management graduate with years of experience as lecturer and researcher at various UK leading universities and research institutions, forward thinking, motivated personality and results driven mentality seeking a lecturing position in the College of Business. My PhD was completed successfully while working for a well-known research institution as a brand engagement consultant for Middle Eastern markets. All of this reflects my time management and organizational, coordination and administration, leadership and support, communication and influential, writing, verbal and presentation, research and teaching skills, high level of accomplishment and ability to cope with pressure and multiple deadlines.

Education

2016 **Doctor of Philosophy, *PhD*.**

General Management.
University of Kent. Canterbury.

The research explored motivation and its applicability to Saudi Organizations in respect of key cultural issues stemming from gender and religious differences. Overall my PhD Viva achieved a pass with minor corrections with a 69 in Philosophical Issues and Paradigms in Management Research, (Funded by Saudi Arabia Higher Ministry of Education)
Supervisor: Professor Dr. Jawad Syed and Professor Dr. Alex Mohr.

2010 **Master of Science, *M.Sc.***

Social Research Methods
London South Bank University, UK.

Overall for my Masters dissertation I achieved a 2:1. The focus for this 15,000-word piece was surveying the role of culture in the way people are motivated, the way they conduct themselves at work and how they perform.
(self-Funded)

2008 **Master of Science, *MSc*.**

Human Resource Management and Employment Relations
Brunel University. West London.

For my dissertation I again focussed upon the interplay between culture and motivation in the workplace. I had my work published in the King Fahad National Library and had Ealing Borough Council requesting to access my paper

2002 - 2006 **Bachelor of Business Administration, *BA. (Hons)*.**

Upper 2nd class honours degree in Business Administration.
Arab Open University, Saudi Arabia.

Academic Employment

2015 - Ongoing **Guest Lecturer, Various Universities, UK**

- UCL, Surrey Business School, Royal Holloway University of London Business School – classes of 100+ students. 60-minute lectures. Asked to do more over the coming academic year.
- Subjects: Human Resource Management, International Business Management, Research Methodology, Strategic Management, Sustainable Business Management for undergraduate and post-graduate students.

- Prepared course syllabi and teaching materials. Provided academic support and advisement for students. Led several seminars for undergraduate and post-graduate students. Provided feedback on assignment and marking. Provided supervision and mentoring for students at MSc and PhD level
- Familiar with curriculum developments and design, and current equality and diversity legalization. Able to contribute to enhanced students experience and engagement, improved research performance, and better ways of networking and establishing contacts with the wider academic community

2010- 2012 Researcher, Amnick Social Enterprise, UK

- Started as human resource officer and then promoted to a lead researcher, Proposed creative methods towards successful bid writing,
- Increased proposal delivery by 55% for a range of projects e.g. health, education, housing, environment and employment
- Research new business development areas. Building, collecting and analysing data. Creating reports and proposals. Securing funds and bids

2007 – 2010 Consultant, Zenith Education LTD (Formerly), UK

- Tutoring, exam preparation, essay and assignment support and proofreading, dissertation and thesis support, research and presentation guidance, viva voce advice

2006 - 2007 Academic Supervisor, Saudi Arabia Cultural Bureau , UK

- Served as the primary contact for all academic matters, Prepared detailed and up to date reports on students, Implemented governing policies and procedures, Processed students' academic requests, Maintained accurate records including e-records,
- Identified & solved potential academic needs or problems, Issued financial guarantees
- Helped enrol students at different academic levels, headed and helped in establishing a new separate ESOL department.
- Trained new recruits for the expansion and establishment of a new ESOL department, developed strong links with many UK academic institutions, received many verbal and written appreciation emails by various UK academic institutions for payment of students' tuition and fees on timely manner, acknowledged in front of all staff for a zero% delay
- Reduction of complaints 90+%, selected as employee of the month 4 time while completing my own undergraduate degree.

Research

2016 The Applicability of Maslow's Hierarchy of Needs Model to Saudi Organisations

Published in Kent Academic Repository and ETHOS, the research resulted in designing a motivational model specific for Saudi Arabia., It was the first comparative study investigating organizations of moderate and strong religious orientation within the Western region of the Kingdom of Saudi Arabia to identify the key issues affecting the motivation of Saudi employees - and hence the suitability for further exploration given key Saudi cultural factors, The primary data was collected from 600 participants via a survey questionnaire including a closed ended and open ended questionnaire designed to develop a fuller understanding of the Saudi employee motivation. The results indicated a revised model of motivation for Saudi employees. Consequently, a revised Maslow hierarchy of needs was proposed in the light of gender and religious cultural factors was proposed for the Saudi organizational context. The thesis, in form of a book, is scheduled to be published in the fall of 2117 with Palgrave Macmillan.

Publications

2017 Employee Motivation in Saudi Arabia: An Investigation into the Higher Education Sector

Dr. Rodwan H. Fallatah and Professor Dr. Jawad Syed, A book in print

2017 Motivation, Culture and Saudi Organizations

Dr. Rodwan H. Fallatah and Dr. Farooq Messi, works in progress to be submitted for publishing in Spring 2017

Awards and Grants

- 2010 PhD in Management- The Custodian of the Two Holly Mosques Scholarship Program; £60,000
- 2007 MSc in Human Resource Management and Employment Relations Scholarship - The Custodian of the Two Holly Mosques Scholarship Program £ 15,000

Non Academic Employment

2016 - Ongoing **Sodexo, Management, UK**
Sodexo Quality of Life Services, Supervisor

- Recruitment and training of new staff, completing all job skills training within the initial 90 day induction plan, and reviewing all job skills competencies on an annual basis.
- Deployed the service team and supervised the work. Motivated staff through good communications, regular team huddles & individual contact, progressing and feeding back to the management team on any issues raised, followed up on these and ensuring any necessary actions are taken.
- Assessed workload schedules. Allocated resources and staff work programs. Managed the weekly operational staff rotas. Processed timesheets. Provided cover as necessary in times of staff shortages. Analyzed and resolved staff performance problems. Undertook appropriate remedial actions to meet the required standards.
- Performed audits and inspection of premises in line with regulatory guidelines. Performed equipment inspections & maintenance. Ordered supply inventory and allocated materials per worker. Controlled and issued all service equipment and materials within budget limits.
- Implemented service policies to agreed standards and ensured that all staff follow the correct procedures. Reported accidents in line with policy. Monitored and reported on all staff absences and sickness. Completed all return to work interviews and necessary documentation accurately and as requested.
- Assisted in ensuring the assessment of an efficient and cost effective service and in building and maintaining effective relationships with staff, clients and other departmental supervisors. Recommended changes to service policy and delivery, implementing changes as appropriate in consultation with the Manager.
- Conducted staffs' appraisals, performed quarterly staff reviews, completed all PDR's for immediate reports and implemented appropriate training in line with personal development plans and divisional business plans.
- Maintained all H&S safety training to compliant levels and in line with requirements.
- Completed surveys as required. Carried out routine admin tasks as required.
- Performed other duties as may be requested by the Manager or Site General Manager.
- Areas of management scored 98% in audits. Reduction of 15% in customer complaints therefore increased customer satisfaction. Staff allocation system I created eradicated timetable issues. Areas of management passed CQC.

2011 - 2014 **Ethic Focus Research & Intelligence, UK**
Brand Engagement Consultant, Global Markets

- Hire through recommendation from staff member. Went through a rigorous interview process with three key staff members as well as wider presentation. Picked from a pool of 10 shortlisted candidates
- Worked as a specialist in cultural engagement specifically for the Arab and Middle Eastern market. Sought to develop client relationships in this region. Working with teams to help refine their goals
- Contributed to business development targets, served as lead on negotiations of project deliverables along CEO with key clients & stakeholders. Introduced internal cultural training for the Gulf markets. Saw a 15% rise in sales.

Skills

IT

Experienced with various operation systems: Windows, UNIX, Linux, Mac

Database Management: Excel, Access, Oracles

Statistics: NVivo, DCE, SPSS

Academic

Led and organized seminars related to HR and Research Methodology

Active member and facilitator in school open days and inductions of new enrolled students

Assisted in the planning and preparations of a lecture course

Helped in the management and writing of research proposal and bids for securing funds

Additional Qualifications and Interests

CERTIFICATES

The Coaching Academy. Personal Performance Diploma

Riyadh Chamber of Commerce & Industry, Diploma in Executive Secretary

Al Alamia Institute, Diploma in Computer Networking | IOSH Managing Safely

Sports Agent, Media & Communication, SMWW

Clinical Research Coordinators' Course, Saudi Council for Health Specialties

TRAVELS

UAE, Bahrain, USA, Denmark, Malaysia, Singapore, Hong Kong, Australia, Jordan, South Africa

SPORT

Cycle daily 10km, Sunday League Football, Ping Pong

Referees

Supervisor

Professor Dr. Jawad Syed

University of Huddersfield – Business School

j.syed@hud.ac.uk | 01484 471864

Teaching Fellow

Dr Reza Aboutalebi

University of Surrey – Business School

r.aboutalebi@surrey.ac.uk | 44 (0)1483 300800

Appendix

Conferences, Presentations and Courses Attended

I achieved well above average marks for courses attended was issued a certificate

2010	Advanced Use of Indexing and Abstracting
2010	Advanced Use of the Web for Research
2010	Aim High - Achieving your Personal Goals (1) A Coaching Approach
2010	Aim high - Achieving your personal goals - stage 2 Practice and Feedback
2010	Akbar's multiculturalism: lessons for diversity management in the 21st century
2010	Basic Negotiation
2010	Being a Leader an Introduction
2010	Being a Leader (2a): Motivation and Leadership
2010	Being a Leader - Stage 2 Motivation and Leadership
2010	Building sustainable supply chains in the food and drink sector
2010	Communicating your Research
2010	Completing your PhD
2010	Consumer-Driven Food Product Development

2010	Drawing General Conclusions from Samples: Towards the Improved Treatment of Generalization of Knowledge Claims in IS Research
2010	Effective reading
2010	Effective Researcher
2010	Fundamentals of Statistics
2010	Getting a PhD in the UK
2010	Getting Published in the Humanities and Social Sciences
2010	Getting what you want
2010	Groups & Teams
2010	Introduction to Refworks
2010 - 2014	Joint Exeter and KBS/CIPS events
2010	Keeping up to date with emerging research
2010	Making the Best Use of your Time
2010	Managing Stress
2010	Presentation Skills
2010	Scientific Writing
2010	Using Discrete Choice Modelling to Estimate the Relative Importance of Quality Attributes: A Case Study of Australian Beef Consumers
2010	Writing Skills
2010	Your Personal Goals an Introduction
2010	Your Personal Goals - Stage 2 Practice and Feedback
2011	Engagement event at Medway
2011	Introduction to NVivo
2011	National Postgraduate Training Days 2011
2014	Preparing for your Viva

Professional Membership

Student Member of ELASM

Student Member of EMRBI

Student Member of BAM