

The image features a solid blue background with three thin, light blue lines forming a triangular shape. Three stylized circular shapes are positioned at the vertices of this triangle. Each shape consists of a dark blue outer ring, a white inner ring, and a dark blue center. The word "PROFILE" is written in a bold, dark blue, serif font across the middle of the image.

PROFILE

Farhan Shabbir

Farhan is a people oriented person with rich international and multicultural experience. His personal strengths include taking into account relevant feelings and emotions when making decisions, being able to work both individually and as part of a team enthusiastically and effectively, reassuring composure and confidence in a crisis and being centered on the expression of artistic and creative ideas.

He is **Masters in HR and Psychology** from University of Bolton, Dubai Campus (2013) (**Research:** Importance of HR Analytics in Asia and how the HR is efficient with HCM Tool). **Executive MBA in HR** from University of South Asia, Lahore (2007) (**Research:** Competency Development and Use and Benefits of Competencies in Recruitment, Performance Management and Talent Development). B-Com Hons from University of the Punjab. He is Certified Human Capital Measurement (**CHCM**) from Society of Human Resource Management, USA (**SHRM**).

His areas of interest include, but are not limited to, Human Resource Development, Career guidance interviews, Psychometric Assessments, Group Presentations, Recruitment & Selection, Campus Hiring, Workshops and Counseling. He has extensive experience working with young people and adults in a variety of settings and he is available to support clients in a range of careers related activities.

Farhan's strengths he can easily develop and make the repute of any organization in market and include being able to work well with a variety of personalities, and to enter easily into new situations with a creative and resourceful attitude. In addition, He is very detail oriented, persistent, and punctual and having Problem solving skills.

Farhan has been adopted **HR as Profession, Training as Passion and Social Work as Responsibility**. He is having a great experience in industry like Telecom, Banking, Pharmaceutical, Consultancy and Agri Groups with Top Brands e.g Bank Alfalah Ltd. Telenor Pakistan, Ali Akbar Group, Fazal Din's Pharma and Wateen Telecom. He delivered Motivational Sessions in all Pakistani Campuses on Future ON!!! And Strength of Identity.

HR as Profession:

Total Exp: 14 Yr & 9 Months (Jan 2007 - Continue)

Specialties

Branding, Campus Hiring, Career Development, Career Management, Cost Effectiveness, Direct Induction, Employee Relations, HR Operations, Mock Interview, Overseas Batches, Performance Management, Personnel Management, Recruitment & Selection, Relationship Management, Screening CV, Student Counseling, Student Excellence, Summer Internships, Strategies & Planning, Talent Management, Training, Youth Grooming.

1- Chief Innovation Officer & Career Development – Innovation World

(Pakistan and Middle East)

Exp: 7Yrs and 2Months (Nov 2012- Continue)

Innovation World is a HR services and Trainings organization with they have attached NGO name “**Innovation**”. And they are providing value added Innovative HR Services to different Organizations Department.

- i. Providing HR services (Recruitment (Technical & Non Technical Positions), Graduate Recruitment, Performance management competency system, Outsourcing Payroll, Soft Skills Trainings, Degree Verification, Management Consultancy) for FMCG, Technology, Banking, Telecom, IT, Education, Manufacturing, Agriculture, Textile, NGO and Power Energy Sector.
- ii. Designed and Run the Competency based Graduate Recruitment (Management Trainee & Summer Internship programs) with Assessment Centers & Competency Interview for IT, Banking, Textile through across Pakistan Campus Drives.
- iii. HR Development and Latest HR Techniques in Mid and Large sized organizations.

2- Manager Recruitment & Selection – Ali Akbar Group (Top employer in Fertilizer Group)

Exp: 10Months (Jan 2012- Oct 2012)

- i. Manage the complete Recruitment & Graduate Recruitment with Assessment Program with in Complete Organization.
- ii. Design employee entrance test for Entry level positions.
- iii. Branding the Employers Logo in Different Social and CSR Events and Recruitment Drives
- iv. Design Psychometric Test
- v. Design Dash Board of HRMS System with Employee Turn Over Analysis.
- vi. Develop Exit Interview Form.

3- Incharge Graduate Recruitment & Career Development – Bank Alfalah Ltd (Abu Dhabi Group)

Exp: 4 yr 4 Month (Aug 2007 – Dec 2011)

- i. Develop new recruitment Strategy, and Competency Based System.
- ii. Single-handedly devised and developed all screening tools for the Management Trainee recruitment exercise in 2009 in line with market practices, while cutting cost by Rs. 1.2 Million.
- iii. Develop and Run the process of Career Development Workshops in Campuses.
- iv. Responsible for design, development and implementation of necessary tools to conduct recruitment of various Batches, primarily the Management Trainees pan Pakistan and other branch banking staff. This includes development of all screening tools, namely the pre-screening test, assessment center exercises and formats for competency-based interviews; short listing by CV based system.

4- Asst. Manager HR – The OutSource Resource (Telenor Company)

Exp: 8 Month (Jan 2007 – Aug 2007)

- i. Design the payroll system of Telenor and Organize Surveys’
- ii. Managing the Payroll system of Telenor Telecom Third Party employees.

Training as Passion:

Total Exp: 10 Yr & 6 Months (Jan 2009 – Continue)

My Core areas of training are Human Resource Management, Career Advice, Confidence, CV Management, Personal Grooming, and Personality Assessment, Problem Solving, Stress Management, Successful Interview Techniques and Recruitment & Selection.

1- Visiting Faculty:

- **Institute of Administrative Sciences, University of the Punjab** [Jan 2015 – Cont.]
 - Class:** BS in HRM **Course:** Recruitment and Selection
 - Class:** BS in HRM **Course:** HR Consulting
 - Class:** BS in HRM **Course:** Human Resource Development
 - Class:** Masters in HRM **Course:** Human Resource Development
 - Class:** Masters in HRM **Course:** Recruitment and Selection
 - Class:** Masters in HRM **Course:** Change Management
 - Class:** Masters in HRM - Evening **Course:** Recruitment and Selection
 - Class:** Masters in HRM - Evening **Course:** Strategic Human Resource Management
 - Class:** Masters in HRM - Evening **Course:** Human Resource Consulting

- **Kinnaird College for Women University – Lahore**
 - Class:** BBA **Course:** Recruitment and Selection

- **Institute of Business Management – UET, Lahore** [Sep 2014 – Jan 2015]
 - Class:** Executive MBA in HRM **Course:** Recruitment and Selection

- **College of Business Administration – Abu Dhabi University, UAE** [Feb 2014 – June 2015]
 - Class:** BBA in HRM **Course:** Recruitment and Selection

- **Lahore School of Economics** [May 2019 – July 2019]
 - Class:** Summer Camp **Course:** HR Consulting and HRM

2- Future ON!!! Workshops in Cities : (Lahore, Karachi, Islamabad)

- Fear of Public Speaking
- How to grab Opportunities
- Art of CV Writing
- Personal Development

3- Held In-Campus Training for Career Development & Youth Grooming

- My sessions are a roller-coaster journey of change, exercises/games, questions, quotes, challenges and realizations.
- I have trained in education Sector:
FAST-NU, Forman Christian College, Govt. College University, Institute of Administrative Sciences, GIKI, Lahore School of Economics, Lahore College for Women University, Kinnaird College for Women, NUST Business School, Punjab University, University of Central Punjab etc.

4- Strength of Identity

- Working on Mega Education Development Project in all over the Pakistan “**Strength of Identity**”.
- Organized Event Strength of Identity in Karachi and Lahore.

1- Behind the Bars – Prisoner Project

- RATIONALE FOR PROVIDING EDUCATION FOR PRISONERS
- E – Training to Prisoners
- The contribution of Innovation foundation to prison education and training
- Prison as a learning environment
- Diversity of the prison population

2- Entrepreneur – Innovation World:

- Design and implement Social Awareness Campaigns.
- Education Program – Strength of Identity in different rural and urban areas.
- Dengue Awareness Campaign.
- Dar-ul-Aman & Dar-ul-Shafqat Eid Gift Distribution.
- Seminars and Workshops on real Market issues.

3- Ilmbassador– British Council:

- Workshops in different rural and urban areas in Ilmpossible project.
- Policy Dialogues on different market problems.

4- Member of Lahore Chamber of Commerce & Industry Youth Affairs:

- Organized Job Fair
- Peace Walk in Lahore City.

5- Education Ambassador - SUMMIT MIDDLE EAST:

- Seminars on Youth Leadership in different Universities.
- Career Counseling.
- Educational Programs.

6- Eid Gifts in Orphan Age Places:

- Eid Gifts Distribution in Dar-ul-Aman Trust.
- Iftar Projects in Different Hospitals of Pakistan.
- Eid Gifts Distribution in Dar-ul-Shafqat (Yateem Khana).
- Wheel Chairs distribution in Trust Hospitals

[If we could sell our experiences for what they cost us, we'd all be millionaires]