HR CONSULTING / TALENT ACQUISITION / WORKPLACE SKILLS

HR expertise. Commercial perspective.

Consulting-led development for organisations that expect practical application.

Mohammad Swaiti

HR Consultant | Talent Acquisition Leader | Corporate Trainer

Client-facing HR consulting experience, complemented by regional talent acquisition leadership in a Big Four environment.

A CONSULTING-LED APPROACH

Business diagnosis. Commercial judgement. Practical application.
Programmes shaped around decisions your people need to make.

INSIDE THIS PORTFOLIO

01 Client-facing HR consulting and Big Four experience

02 Experience relevant to your business priorities

03 Five targeted development programmes

04 Business simulations and application measures

05 Engagement scope and next steps

Arabic or English | In person or live online, by arrangement

YOUR DEVELOPMENT PARTNER

HR consulting experience. Commercial understanding.

Mohammad Swaiti

My professional foundation is in client-facing HR consulting: understanding the business context, exploring the people issue and presenting a credible recommendation. This is complemented by regional talent acquisition leadership in a Big Four environment.

I bring that advisory perspective into professional development. Programmes start with the decisions participants need to make, the stakeholders they need to influence and the standards their work must meet.

THE VALUE OF THE COMBINATION

Consulting disciplines help frame the right problem. Operational leadership brings an understanding of implementation, competing priorities and stakeholder accountability.

Client-facing advisory perspective

A practical emphasis on discovery, commercial reasoning and recommendations that take account of the client or business stakeholder's objectives.

Regional operational experience

Talent acquisition leadership, workforce reporting, recruitment processes and stakeholder engagement across Middle East markets.

Professional qualification

CIPD Level 5

How your team benefits

Participants rehearse business conversations, examine trade-offs and produce work they can apply: a decision brief, assessment framework, management plan or repeatable workflow.

Arabic or English. In person or live online, with the delivery model agreed around your organisation's requirements.

EXPERIENCE BEHIND THE PROGRAMMES

HR advice connected to business decisions.

Experience that connects HR capability with the realities of business delivery.

Client-facing HR consulting

Understanding stakeholder requirements, exploring HR issues and presenting a considered recommendation in a client-facing setting.

Programme relevance: Consultative questioning, stakeholder management and clear recommendations.

Regional talent acquisition leadership

Leading recruitment activity across Middle East markets and working with business stakeholders on hiring priorities.

Programme relevance: Recruiter development, hiring-manager capability and more structured selection conversations.

Workforce reporting and insight

Working with recruitment trackers, business dashboards and headcount-versus-budget reporting.

Programme relevance: Clear metric definitions, useful management updates and evidence-based workforce discussions.

Recruitment operations and change

Experience with recruitment processes, stakeholder approvals and HR technology initiatives.

Programme relevance: Connecting new tools and ways of working with the people expected to use them.

DEVELOPMENT PRIORITIES

HR business partnering, workforce prioritisation, selection discipline, management accountability and responsible AI adoption.

The scenarios that follow are illustrative exercises designed to make the proposed learning experience concrete.

CAPABILITY 01

Consultative HR & Business Partnering

Strengthen HR's commercial contribution and stakeholder influence.

PROGRAMME OUTCOME

Strengthen HR's ability to diagnose business needs, evaluate people-related options and secure agreement on practical recommendations.

WHO IT SUPPORTS

HR directors, HR business partners, recruitment leaders and client-facing HR teams.

TYPICAL FORMAT / One day or two half-days

01 Explore the mandate

Test the request and define the underlying business problem.

02 Develop the options

Assess stakeholder interests and practical constraints.

03 Build the case

Present evidence, assumptions and commercial trade-offs.

04 Agree the decision

Respond to challenge and establish accountable next steps.

ILLUSTRATIVE BUSINESS SCENARIO

Illustrative exercise: a business leader requests immediate recruitment. HR tests the capacity problem, evaluates options and seeks agreement on the decision required.

Evidence of application

Assess the quality of diagnosis, commercial reasoning and stakeholder commitment in the simulation. Review whether recommendations define a decision and an accountable owner.

Request a tailored proposal | Moh.alswaiti@gmail.com

CAPABILITY 02

Workforce Insight & Planning

Connect people data, resource priorities and budget decisions.

PROGRAMME OUTCOME

Translate workforce information into explicit planning assumptions, credible resourcing scenarios and a clear recommendation for the business.

WHO IT SUPPORTS

HR leaders, HR business partners, TA operations and business managers involved in workforce or budget discussions.

TYPICAL FORMAT / Two half-days or a focused one-day workshop

01 Define the question

Identify the decision, planning horizon and required measures.

02 Interpret the baseline

Review capacity, hiring activity and data limitations.

03 Compare scenarios

Test assumptions and make resourcing trade-offs explicit.

04 Recommend priorities

Present a decision brief and respond to commercial challenge.

ILLUSTRATIVE BUSINESS SCENARIO

Illustrative exercise: HR and a business manager test whether a recruitment request reflects a capacity shortfall, then compare the implications of two resourcing options.

Evidence of application

Review consistency of definitions, transparency of assumptions and the link between evidence and proposed action. Agree how the resulting decision brief will be used.

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CAPABILITY 03

Evidence-Based Hiring for Managers

Improve selection discipline and stakeholder alignment.

PROGRAMME OUTCOME

Equip hiring managers to define job-relevant evidence, assess candidates consistently and reach better-supported selection decisions.

WHO IT SUPPORTS

HR and TA leaders, hiring managers, department heads and interview-panel members.

TYPICAL FORMAT / One day or two half-days

01 Define the requirement

Agree the capabilities and evidence the role requires.

02 Structure assessment

Develop consistent questions, probes and scoring criteria.

03 Test the approach

Practise interviewing and evaluate the quality of evidence.

04 Calibrate decisions

Challenge ratings and document the rationale for a recommendation.

ILLUSTRATIVE BUSINESS SCENARIO

Illustrative exercise: a hiring panel reviews conflicting assessments and distinguishes evidence of capability from presentation style and personal preference.

Evidence of application

Assess the relevance of questions, completeness of evidence and consistency of scoring on the same case. Agree a follow-up review of scorecard use.

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CAPABILITY 04

Management Capability & Accountability

Strengthen delegation, feedback and performance conversations.

PROGRAMME OUTCOME

Develop consistent management practices for setting standards, delegating responsibility and addressing performance constructively.

WHO IT SUPPORTS

HR and L&D leaders supporting newly promoted managers, supervisors and team leads.

TYPICAL FORMAT / Two half-days + follow-up practice clinic

01 Define expectations

Establish outcomes, responsibilities and performance standards.

02 Delegate effectively

Practise briefing, decision boundaries and checkpoints.

03 Address the issue

Rehearse feedback and an underperformance conversation.

04 Reinforce application

Agree behaviours to practise and review after the programme.

ILLUSTRATIVE BUSINESS SCENARIO

Illustrative exercise: a manager addresses missed deadlines, clarifies the underlying issue and agrees specific commitments, support and review dates.

Evidence of application

Observe clarity of expectations, listening and agreed actions in role-plays. Review evidence of application at the follow-up clinic.

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CAPABILITY 05

AI Adoption & Workplace Productivity

Translate AI investment into disciplined operational use.

PROGRAMME OUTCOME

Establish repeatable AI workflows for agreed business tasks, with explicit quality standards, review responsibilities and adoption measures.

WHO IT SUPPORTS

HR, L&D, operations and department leaders introducing AI into everyday work.

TYPICAL FORMAT / One day or two half-days + follow-up clinic

01 Identify value

Select a recurring task and agree the standard of output required.

02 Develop the workflow

Produce and refine outputs using approved tools.

03 Establish assurance

Specify checks, exceptions and human accountability.

04 Support adoption

Assign owners and define follow-up evidence.

ILLUSTRATIVE BUSINESS SCENARIO

Illustrative exercise: a support team produces a management update from a fictional activity log, checking calculations and recording the decisions needed.

Evidence of application

Compare baseline and workshop outputs for accuracy, completeness and rework. Review adoption at the follow-up clinic; any productivity claim requires measured evidence.

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A PRACTICAL ENGAGEMENT

Define the priority. Agree what changes.

01 Understand

Clarify the business challenge, sponsor, participant group and behaviours the programme should strengthen.

02 Shape

Agree the scope, cases, delivery format and evidence of application. Confirm access to any relevant tools and materials.

03 Practise

Use facilitated business simulations, structured reflection and feedback to build practical judgement and capability.

04 Apply

Agree individual commitments and sponsor follow-through. Where included, review application at a follow-up clinic.

WHAT A PROPOSAL INCLUDES

Business objective, audience, learning outcomes, delivery scope, application measures, materials, fee and any agreed follow-up.

Choose the format that fits

- A focused workshop for a specific team challenge
- A short programme delivered over several sessions
- A series for new managers or developing HR teams
- A workshop with a follow-up application clinic

Fees are quoted against the agreed scope, preparation, delivery location and follow-up. Workshop duration and group size are finalised during discovery.

DISCUSS YOUR PRIORITIES

Start with the business priority.

A focused conversation to establish the right scope and approach.

For your organisation

Describe the operational or people challenge, the audience and the change you need to see. I will recommend a focused development approach, with clear scope and practical evidence of application.

- The business challenge or development priority
- Participant roles and approximate group size
- Preferred location, language and dates
- Any relevant tools, processes or learning requirements

WHAT HAPPENS NEXT

Receive a programme recommendation, delivery options and a clear fee. Availability, requirements and the agreed scope are confirmed before booking.

Mohammad Swaiti

HR Consultant | Talent Acquisition Leader | Corporate Trainer

Discuss a tailored programme

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Connect on LinkedIn

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Independent programmes delivered by Mohammad Swaiti. Delivery arrangements and programme scope are agreed directly.