HR CONSULTING / TALENT ACQUISITION / WORKPLACE SKILLS

Capability that serves business priorities.

Targeted development for HR effectiveness, management accountability and operational performance.

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.

EXPLORE THE PROGRAMMES

01 Consultative HR & Business Partnering

02 Workforce Insight & Planning

03 Evidence-Based Hiring for Managers

04 Management Capability & Accountability

05 AI Adoption & Workplace Productivity

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

WORKSHOP 01

Consultative HR & Business Partnering

Strengthen HR's commercial contribution and stakeholder influence.

THE BUSINESS CHALLENGE

When HR responds to requests without testing the underlying business issue, activity can increase without resolving the problem or securing stakeholder commitment.

WHO IT SUPPORTS

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

TYPICAL FORMAT / One day or two half-days

01 Diagnose the business issue

Explore operating context, performance implications and the outcome required.

02 Assess stakeholder priorities

Clarify interests, influence, constraints and decision authority.

03 Develop credible advice

Compare options, explain trade-offs and test the recommendation.

04 Secure alignment

Handle challenge and agree actions, ownership and review points.

Applied business simulation

Conduct a simulated stakeholder discovery meeting and defend a one-page recommendation to a challenging business audience.

TOOLS FOR IMPLEMENTATION

- A business discovery framework
- A stakeholder influence map
- An options and recommendation brief
- An agreed-action structure

Application check: quality of diagnosis, commercial reasoning and clarity of the decision requested. Cases are tailored to internal HR or client-facing teams.

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

WORKSHOP 02

Workforce Insight & Planning

Connect people data, resource priorities and budget decisions.

THE BUSINESS CHALLENGE

Reactive hiring and fragmented workforce reporting make it difficult to distinguish a genuine capacity gap from a prioritisation or deployment issue.

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 Frame the decision

Agree the business question and the definitions behind workforce measures.

02 Interrogate the evidence

Identify data gaps, capacity signals and the limits of current reporting.

03 Evaluate resourcing options

Compare hiring priorities, available capacity and alternative assumptions.

04 Present the recommendation

Make trade-offs, cost considerations and decision ownership explicit.

Applied business simulation

Analyse a fictional headcount and activity dataset, compare two resourcing scenarios and present a concise recommendation to a business sponsor.

TOOLS FOR IMPLEMENTATION

- A workforce metric dictionary
- A resourcing scenario worksheet
- A prioritisation discussion guide
- An executive decision brief

Application check: consistent measures, explicit assumptions and a recommendation linked to the data. Reporting and planning can be scoped separately.

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WORKSHOP 03

Evidence-Based Hiring for Managers

Improve selection discipline and stakeholder alignment.

THE BUSINESS CHALLENGE

Inconsistent interviews and poorly defined selection criteria create repeated debate, uneven candidate assessment and avoidable delays in decision-making.

WHO IT SUPPORTS

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

TYPICAL FORMAT / One day or two half-days

01 Align on role requirements

Translate business priorities into capabilities and observable evidence.

02 Strengthen interview quality

Develop structured questions and probes that test individual contribution.

03 Separate evidence from opinion

Capture useful observations and challenge unsupported assumptions.

04 Calibrate panel decisions

Compare independent assessments and resolve differences through evidence.

Applied business simulation

Assess the same simulated candidate, document a defensible score and participate in a facilitated decision-calibration discussion.

TOOLS FOR IMPLEMENTATION

- A role-success framework
- Structured interview questions
- A calibrated assessment scorecard
- A panel decision protocol

Application check: question relevance, evidence recorded and scoring consistency. Cases can reflect graduate or experienced recruitment.

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WORKSHOP 04

Management Capability & Accountability

Strengthen delegation, feedback and performance conversations.

THE BUSINESS CHALLENGE

Unclear expectations, weak delegation and deferred performance conversations can leave managers overloaded and teams uncertain about accountability.

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 Clarify accountability

Translate team priorities into ownership, standards and delivery expectations.

02 Delegate with discipline

Specify the outcome, decision authority, support and checkpoints.

03 Improve feedback quality

Use observed behaviour and business impact to agree practical changes.

04 Address performance early

Prepare a focused conversation and establish appropriate follow-through.

Applied business simulation

Practise a delegation brief and a difficult performance conversation, with observation and feedback against agreed behavioural criteria.

TOOLS FOR IMPLEMENTATION

- An accountability and delegation brief
- A structured one-to-one agenda
- A performance conversation guide
- A 30-day application plan

Application check: clarity of expectations, listening and agreed actions. Scenarios align with the organisation's management practices.

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WORKSHOP 05

AI Adoption & Workplace Productivity

Translate AI investment into disciplined operational use.

THE BUSINESS CHALLENGE

AI access alone does not establish a consistent way of working. Uneven adoption, avoidable rework and unclear review responsibilities can limit its practical value.

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 Prioritise operational value

Select use cases against business relevance, task frequency and delivery constraints.

02 Design repeatable workflows

Practise producing consistent outputs using the organisation's approved tools.

03 Set review standards

Check accuracy, evidence and assumptions before outputs enter a business process.

04 Embed accountable adoption

Agree workflow ownership, manager reinforcement and a follow-up review.

Applied business simulation

Teams redesign an agreed reporting or communication task, test it against a baseline and document the review points required before use.

TOOLS FOR IMPLEMENTATION

- Three applied workflow templates
- A quality-assurance checklist
- An adoption and ownership plan
- A follow-up application clinic

Application check: output accuracy, completeness and workflow use. Approved tools, data and access are agreed before delivery.

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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

linkedin.com/in/mohammadalswaiti

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