

Executive Summary

Seasoned professional with unique blend of practical industry experience and rich academic background in Management. Excel at building bridges between theory and practice, shaping organizational strategies, and leading teams toward shared goals. Drawn upon extensive banking experience to navigate complex financial landscapes and contribute to informed decision-making. Relied on deep academic understanding of Management, derived from a Ph.D., to infuse evidence-based strategies in corporate environment. Ability to direct human resources policies and procedures, fostering high-performance culture and optimal workforce management.

Areas of Expertise

- Strategic Planning & Execution
- Leadership & Team Management
- Human Resources Strategy
- Organizational Development
- Financial Analysis & Management
- Operational Process Improvement
- Performance Metrics & Evaluation
- Business Administration & Management
- Academic Instruction
- Research & Scholarly Publication
- Workforce Training
- Stakeholder Management

Career Experience

Collage of Business Administration | Alfaisal University, Riyadh, Saudi Arabia 2018 – Present The Management Department Head | 2021 – Present

Shape strategic vision and planning for Management Department, fostering innovative and engaging academic environment. Drive curriculum development and program planning, ensuring relevance to industry trends and demands. Establish robust performance metrics for faculty and students, nurturing academic excellence and achievement. Spearhead research initiatives, encouraging scholarly output that contributes significantly to field of business administration. Champion student mentoring and support systems, boosting student success and satisfaction.

Assistant Professor of Management | 2018 – Present

Contribute to curriculum development and enhancement, ensuring alignment with latest industry practices and trends. Conduct impactful research in field of Management as well as mentor and guide students toward academic and career success, offering advice and support. Collaborate with colleagues and participates in departmental and university initiatives, contributing to overall academic community. Maintain high standards of professional ethics and integrity, exemplifying university values.

Collage of Business Administration | Prince Sultan University, Riyadh, Saudi Arabia 2017 – 2018 Assistant Professor of Management

Inspired students with dynamic and effective teaching methodologies in Management courses. Engaged in cutting-edge research in Management discipline, ensuring contributions to academic discourse and relevance to contemporary business scenarios. Facilitated student learning and development, encouraging innovative thinking and practical application of management theories. Served as academic advisor, providing mentorship and support for student success in academic and professional pursuits.

Collage of Business Administration | New Mexico State University, Las Cruces, New Mexico, USA
Adjunct Professor

2014 – 2017

Taught diverse range of Business Administration courses, inspiring students with engaging methodologies. Enhanced student learning experiences by providing academic advising and mentorship, ensuring student success. Collaborated on curriculum development initiatives, aligning course content with current industry trends and practices. Upheld high standards of professional ethics and integrity, exemplifying values of New Mexico State University. Pursued continuous professional development, staying abreast of emerging educational practices and industry developments.

Additional Experience

Director – Alfaisal Center of Consultation and Research at Collage of Business Administration | Alfaisal University, Riyadh, Saudi Arabia

Senior accountant/manager- Finance Department at Arab National Bank, Riyadh, Saudi Arabia

Project Manager – Information Technology Department at Arab National Bank, Riyadh, Saudi Arabia

Programmer & Business Analyst – Information Technology Department at Riyadh Bank, Riyadh, Saudi Arabia Operations

Processor at Riyadh Bank, Riyadh, Saudi Arabia

Riyadh Bank Future Leaders Program at Riyadh Bank, Riyadh, Saudi Arabia

Education

Ph.D., Business Administration- Management (2017)
New Mexico State University, Las Cruces, New Mexico
A LP
California State University, Fullerton, CA
UC Extension
University of California, Davis, CA
Master of Business Administration
King Abdul Aziz University, Jeddah, Saudi Arabia (2008)
Bachelor of Science, Computer Science
King Saud University, Riyadh, Saudi Arabia (2003)

Awards

- College of Business Outstanding Graduate Teaching award – Alfaisal University (2023)
- College of Business Outstanding Faculty Service award – Alfaisal University (2022)
- College of Business Outstanding Undergraduate Teaching award – Alfaisal University (2021)
- College of Business Outstanding Graduate Teaching award – Alfaisal University (April 2020)
- Eng. Mohammed Alagil Scientific Conference Award, (2019 and 2022)
- New Mexico State University -graduate college conference award May 2017
- Outstanding student achievement- SACM spring 2015
- New Mexico state university – graduate school assistantship 2015-2017 •
- Saudi Arabian culture mission: merit- based scholarship 2011- 2017

Research publications

1. Shahriari, E., Abassi, H, Torres, I. M., Zúñiga, M. A., & Alfayez, N. (2023) A cultural perspective on the effects of comprehension and comprehension and slogan meaning types on AAD Abrand. Journal of Consumer Marketing(Q1)
2. Imazroua, H., Zacca, R. and Alfayez, N. (2021). The Counterintuitive Effect of Team Potency on Expatriate Creative Work Involvement. Journal of Global Mobility BitBlog.
3. Almazrouei, H. S., Zacca, R., & Alfayez, N. (2020). The impact of team potency and leadership member exchange on expatriate creative work involvement. Journal of Global Mobility: The Home of Expatriate Management Research/SCIMAGOJR. (Q1)
4. Shahriari, E., Torres, I. M., Zúñiga, M. A., & Alfayez, N. (2019). Picture this: the role of mental imagery in induction of food craving—a theoretical framework based on the elaborated intrusion theory. Journal of Consumer Marketing. (Q1)
5. Zare, M., Ross, J., Strevel, H., & Alfayez, N. (2017) Down But Not Out: The Role of Narrative Identity and Resources in Transitioning Through Homelessness, Tamara Journal of Critical Organisation Inquiry.ABS1

Conference presentations

6. Alfayez N & Alammam F Remote Working as a Source of Stress: A Stress and Coping Perspective -British Academy of Management 2023 Sussex, UK, (in the conference proceedings)
7. Alfayez N Why do managers distort performance appraisal British Academy of Management 2023 Sussex UK. (in the conference proceedings)
8. Alfayez N Exploring expatriates' behavioral reaction to institutional injustice on host country: A social exchange perspective – European Academy of management (2023) Dublin, Ireland (in the conference proceedings)
9. Alfayez N Exploring to Whom Employees Target their Reactions to Organizational Injustice/ conference proceedings. (2022), British Academy of Management proceedings. Manchester, UK, September 2022 (in conference proceedings)
10. Alfayez N I Cannot Afford to Quit: The Moderation Role of Continuous Commitment in Reactions to Organizational Injustice, British Academy of Management proceedings. Birmingham, UK, September 2019(in the conference proceedings)
11. Alfayez N. The Buffering Role of Employee Commitment in Reducing the Outcomes of Procedural Injustice: A Moderated Mediation Approach, Western Academy of Management. Palm springs, CA, March 2017. * WAMMY Award Recipient (2017)
12. (2017) Alfayez N. Organizational Justice and individual differences Eastern Academy of Management. Baltimore, MD, May 2017.
13. Alfayez N. Perceived Organizational Justice Assessment. When is it a holistic? When is it a multidimensional? Eastern Academy of Management. New Haven, CT, May 2016.

Work in progress

1. Disability in the workplace from accommodation to empowerment
2. Entrepreneurial Intention Among University Students in Saudi Arabia