



Ali Hamdan Mohammed Al Balushi

PhD in Management

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PERSONAL STATEMENT

As a highly motivated and results orientated manager with exposure to environmental and educational organisations, I have proven record of accomplishments in providing immediate and strategic value to articulate and drive the internal and external communications strategies and initiatives to facilitate the achievement of organizational objectives and protect its interests, resulting in the creation of a positive image of the organisation.

Having been educated in excellent grade institutions in the UK and USA, I have developed a sense of environmentally- focused corporate responsibility that has led to contributing effectively to socially responsible activities liaising with various divisions, formulating media reports and participating in project meetings. Utilising excellent communication skills, I have developed and maintained successful working relationships with both internal and external stakeholders.

EDUCATION

- PhD in Management, University of Southampton, UK, 2017
- Master of Public Administration, American University in Cairo, Egypt, 2001
- Bachelor of Arts (International Relations), University of South Carolina, Columbia, 1989.

WORK EXPERIENCE

- **Former Assistant Dean for Corporate Support**, College of Banking and Financial Studies, Muscat, Sultanate of Oman, 2005-2020.
- **Director of Administration & Finance** at the College of Banking and Financial Studies, Muscat, Sultanate of Oman, 20 January 2002 to May 22, 2005.
- **Director of Information System Department**, Ministry of Regional Municipality, Environment & Water Resources, Muscat, Sultanate of Oman, 2001- 2002.
- **Undersecretary office director** for Regional Municipalities, Ministry of Regional Municipality, Environment & Water Resources from 1994-98.
- **Undersecretary Acting Director** for Environmental Affairs, Ministry of Regional Municipality, Environment & Water Resources from 1992-94.
- **Head of Section for Gulf Countries**, Ministry of Environment, Muscat, Sultanate of Oman, from 1991-92.
- **Head of Section for United Nations Environmental Program**, Ministry of Environment, Muscat, Sultanate of Oman from 1989-1991

TEACHING & TRAINING

- **Part-time lecturer** at Modern College of Business & Science, 2021 (Course: Human Resource Management)
- **Part-time lecturer** at College of Banking & Financial Studies, Spring 2021 (Course: Entrepreneur and Business Management)
- **lecturer** at College of Banking & Financial Studies, 2015-2016 (Course: Human Resource Management course)
- **Part-time lecturer** at Modern College of Business & Science, 2005-06. (Course: Management & Public Administration)
- **Soft Skills Trainer** trained more than 600 employees of different managerial levels from the Banking sector and financial companies, 2010 till date. (Soft skills)

MEMBERSHIP

- Member of The Advisory Committee for the Bachelor of Marketing Program at Imam Abdulrahman Bin Faisal University, kingdom of Saudi Arabia, 2020
- Member of Oman Authority for Academic Accreditation and Quality Assurance of Education External Reviewers, since 2010 till date.
 - **Audit Review:** Open Arab University, Oman Branch, 2015
 - **Audit Review:** Foundation Program at Majan University College 2019
 - **Reassessment accreditation** for Mazoon College 2020
- Chair of administrative Committee Affairs at College of Banking and Financial Studies 2005-2020
- Member of Academic Affair Committee at College of Banking and Financial Studies 2005-2020
- Member of new annex building project at the College of Banking and Financial Studies 2016 -2020

RESEARCH & PUBLICATION

- Co-author for Adh Dhahirah University Feasibility Study, Jan 2008.
- PhD thesis on creating enabling environment at private higher education institutions in Oman 2017. <https://eprints.soton.ac.uk/414691/>
- Book [creating enabling environment at private higher education institutions in Oman] 2018 **ISBN:** 9789996918858, 2 copies available at Main Library SQU
- Paper on Employability Skills in Higher Education Institutions (already reviewed & ready for publishing, 2020
 - دور التعليم العالي في تنمية مهارات الخريجين، جريدة عمان، ١١ يوليو ٢٠٢٠
 - <https://www.omandaily.om/?p=802018>

CONFERENCE & SEMINARS

- Panelist member at Imam Abdulrahman Bin Faisal University, kingdom of Saudi Arabia, Webinar entitled “*Quality Assurance for e-Learning and Learning Management System*” February 15, 2021.
- Attended Regional and International Conferences of different fields (Leadership, Management, Banking, Higher Education, and Environment,) Attended different training courses seminars, workshops of different topics such as: leadership, Human Resource Management, Budgeting Control, and Quality management.

Reference:

- Dr Susan Trevor-Roper
susantrevorproper@gmail.com
- Dr. Binu James Mathew, Associate professor at College of Banking & Financial Studies
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PhD Thesis on Creating Enabling Environment at Private Higher Education Institutions in Oman 2017

Abstract

This research undertakes a critical evaluation and analysis of the leadership style at higher education institutions in Oman and determines whether the direction it takes is in strict conformity with creating an enabling environment there. To address this, Saxena's framework on creating an enabling environment in higher education is used as a foundation, along with the theoretical concepts of transformational leadership to explore the role of heads of higher education institutions in creating an enabling environment. Hence, the major question examined in this thesis is: "To what extent do presidents and deans create an enabling environment and act as transformational leaders at private higher education institutions in Oman?" The research employed a mixed method design in which data were collected through a combination of semi-structured interviews with presidents, deans, officials, and recent graduates. A survey of lecturers, full-time employees, and students was also undertaken to seek their views. The target sample in the main research was drawn from six private universities and colleges and selected public Ministries. In line with the theoretical structure, the findings of the research show the higher education environment in Oman to be an area of concern. The findings highlight four gaps, which also fall in line with the four components introduced by Saxena. The first gap is between the higher education institutions and industry; the second gap relates to empowerment among staff, management, governance and authorities; the third gap is between physical environment and facilities; and the fourth gap is between research and teaching. The findings recommend a leadership framework to provide necessary guidelines for creating an enabling environment. The research opens avenues for upcoming researchers who would add more to the previously achieved goals so that the sustenance offered by lifelong learning may also be perpetuated in the years to come.

Book Title: Creating enabling environment at private higher education institutions in Oman

This book is the final revised version of the thesis for which I obtained the PhD in Management from the University of Southampton on 15 September 2017.

The book follows the structure of the thesis so that the progression is well-structured. The research and this book has come out of the thoughts on how effective higher education institutions can be made to achieve the ambitious goals set by His Majesty Sultan bin Qaboos, the Sultan of Oman.

This book, borne out of the rigorous work done, will make sound contributions to future generations who will have a research-based analysis of an enabling environment, the prototype of which must be constituted in Oman at its higher education institutions. A leadership framework has been developed to provide necessary guidelines for creating an enabling environment. Moreover, the research may open some innovative avenues for upcoming researchers who would add more to the previously achieved goals so that the sustenance of lifelong learning may also be kept rolling in the years to come.

To meet this end, the development of higher education in Oman including public and private provision, and the challenges it faces including economic factors and quality provision have been used as the basis of this research. It highlights the strategic response of Government to the challenges, Omanisation and economic diversification, employed to counter an increase in population and a decrease in oil resources.

For this Saxena's' theoretical framework is utilised to achieve the objective of highlighting the four components for creating an enabling environment at higher education institutions, and the role of presidents and deans in creating an enabling environment in higher education institutions is discussed in detail

The analyses of the perceptions of government officials towards the role that universities play to produce skilled graduates, and the opinions of faculty, administrators and the students of their deans and presidents' roles to provide an academic enabling environment within their institutions have contributed immensely to the findings.

Employability Skills in Higher Education Institutions

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Abstract

Students normally learn two types of skills during their academic years – technical and non-technical. Technical skills refer to content-specific knowledge which is essential for developing functional capability in a particular discipline such as information technology or psychology, whereas non-technical skills are those general skills that are required in all jobs or professions. These skills are known as employability skills and include communication, problem solving, decision-making, interpersonal skills, teamwork and leadership. Employability skills are general and useful to all jobs and positions across all levels of businesses (Cassidy, 2006).

The main purpose of this paper is to explore the initiatives undertaken by various universities to identify and integrate employability skills into their curricula and its impact on the employability of their students.

A mixed method (qualitative and quantitative methods) approach was used in this research paper. Data triangulation was also adopted as part of the qualitative data collection process to substantiate findings utilising various data sources (survey, interviews and documentations). The quantitative method was also applied to reach more staff and students from the selected private HEIs through the distributing of questionnaires.

The findings indicate that it is very important to develop different types of skills among the students in the areas of critical thinking, computer skills and negotiating skills. It is also important to have graduate feedback about the skills.

Keywords: Employability skills, technical and non-technical. Technical skills,