

الهيئة الاتحادية للموارد البشرية الحكومية
Federal Authority For Government Human Resources



Your path to an extraordinary employee experience

About Kincentric and Speakers Profiles

March 7th , 2021

KINCENTRIC

A Spencer Stuart Company

About **KINCENTRIC**➤



We help organizations achieve better results

Building agile cultures fostered by exceptional employee experiences, driven by the next-generation leaders and enabled by a great HR.

People

Insights

Technology

Leadership Assessment & Development

When leaders thrive, so do organizations.

25k+ Leadership Assessments annually

Talent strategy	Succession management	Performance management	Leadership behavior alignment
Success profiling & competency modeling	Scalable, technology-enabled assessment	Cohort-based assessment/development	Executive coaching

Culture & Engagement

Top organizations understand the competitive advantage of an engaged workforce.

50 Years at the forefront of employee research and advisory
20 Years of Best Employer benchmark certification

Culture Change	Advanced analytics	Employee lifecycle measurement	Employee experience strategy
Training & enablement	Best employers certification	Insights and action technology platform	

HR & Talent Advisory

There's a clear link between the success of your talent strategy and the success of your organization.

1 in 5 Fortune 500 companies have completed an HR Analyzer assessment

CHRO Advisory	HR Transformation	Change management	Digital HR
HR team effectiveness			

What differentiates us?

Thought leadership



[The leadership Imperative in Managing the Employee Experience of COVID-19](#)



[Managing the new moments that matter: Implications of COVID-19 on the employee eXperience](#)



[The Engagement Outliers](#)



[Actively Disengaged & Staying](#)



[2020 Trends in Global Employee Engagement](#)



[The Engaging Leader](#)



[Managing Engagement in Times of Change](#)



[Create an eXtraordinary Employee eXperience](#)

Speakers Profiles

Consulting profiles

Located wherever your people need to grow



Elias Dib
Partner & Market Leader

Area of expertise

- Elias leads Kincentric's Middle East consulting practice. With 23 years of experience, his areas of expertise lie in driving organizational performance through employee engagement, leadership assessment and development, talent management, and communications.

Experience

- Elias partners with major regional clients to solve their most complex human capital problems. He led large scale employee engagement assignments in the hospitality, healthcare, energy and banking industries. His focus is on ensuring that the engagement survey results are linked to business performance and that leaders understand their role in strategically driving their employees experience.
- Recently, he assisted various leaders by providing development feedback and helping them design individual plans to drive their organization performance.
- Prior to joining management consulting, Elias managed the HR function for a large number of countries. By virtue of his rich experience across consulting and corporate HR, he has keen insights into the demands made upon the HR function, both from a strategic and operational perspective.

Qualifications

- Advance HR Degree from Ross School of Business, University of Michigan, USA.
- MBA from the Lebanese American University, Lebanon.
- Certified on ADEPT15, Facet5, SHL, and the Hogan Assessment Suite.



Dima Dimashkieh
Director

Area of expertise

- Dima joined the Culture and Employee Engagement team in 2015. Her area of expertise lies in developing impactful employee experience strategies that improve the work experience, culture and deliver positive business outcomes.

Experience

- Dima currently leads strategic projects focused on supporting clients identify the areas they require to develop and drive improvement in their employee experience. She developed several research papers in this regard across the last few years.
- Dima has led several large-scale employee engagement projects across banking, oil and gas, hospitality, FMCG and pharmaceutical sectors in the GCC.
- Dima manages the Best Employers program across the Middle East & North Africa and helps organizations measure their status - the study heavily focuses on the role of effective leadership in creating a clear future vision for their organization and making employees feel valued in achieving that vision.
- She managed the Qudurat study that looked at what drives and motivates talent in the region, with an emphasis on national talent.
- Prior to joining management consulting, Dima worked with PepsiCo HR.
- She is fluent in English, Arabic and French.

Qualifications

- Dima holds a Masters Degree in Human Resources Management (Distinction) from the University of Surrey, United Kingdom, and a Bachelors Degree in Business Administration from the American University of Beirut, Lebanon.

Contact us

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