

## **CURRICULUM VITAE – Nadeem Ahmed Khan**

Certified Recruitment Analyst  
Certified ROI Methodology Trainer  
HR Analytics & Metrics Trainer

### **Contact Info:**

Apartment 05  
Karakoram Blessings  
F-11/1, Islamabad  
[nadeem@pide.org.pk](mailto:nadeem@pide.org.pk)  
**phone:** +92-51-210-0087  
**mobile:** +92-302-856-6514  
**email:**

### **Academic Qualification**

*Ph.D. (Human Resource Development) – NUML*

*Split PhD fellowship (6 months in USA) Research under the supervision of Dr. Patti Phillips, President & CEO of the ROI institute, Inc., Birmingham Alabama, USA.*

*Supervisor: Dr. Zafar Altaf*

*Master of Business Administration (Finance) from AIOU*

*Master of Science (STATISTICS)*

*Year of Passing 1990 from The University of Punjab, Lahore*

**Active Member of National Business Education Accreditation Council (NBEAC)**

Higher Education Commission of Pakistan

### **Foreign Qualification Activities**

- Training Workshop “Knowledge Management in Service Sector”, Kuala Lumpur, Malaysia.
- Attended ROI Methodology workshop, Organized by ROI Institute in HumRRO in Alexandria, VA, USA, May, 2008.
- Human Capital Metrics Pre Conference Workshop, April 16<sup>th</sup> 2008 at New York, USA under supervision of Dr. Jac Fitz-enz, Founder & Chief Executive officer of Human Capital Source and Dr. Nick Bontis, Associate Professor, DeGroote School of Business, Mc Master University.
- Human Capital Metrics Conference, April 17 – 18, 2008 at New York, in 12 sessions discussion based on different HR issues from Recruitment to Turnover and also discussed the use of basic Statistical Models in Human Capital field.
- e-learning course on Six Sigma Green Belt for service sector, conducted by APO, Japan with collaboration of NPO, Pakistan.

### **Training Activities:**

Organizations: ABL, NBP, PPMI, CTI, CBR, SAFWCO, NRSP, SECP, PPAF, NUST, WAPDA and PPMI

Subjects: Balanced Scorecard, Communication Skills, Performance Management, Team Building, Leadership, Change Management, Communication & Report Writing Skills, Decision Making & Problem Solving Skills and other HR issues, ROI Methodology, HR Analytics.

### **CURRENT EMPLOYMENT**

October 2015 to date

***Pakistan Institute of Development Economics***  
**Ministry of Planning and Reforms**

### **Previous Employments**

***Incharge MS & PhD Program – Assistant Professor***

***2008 - 2015***

- **Inchage ATM Cell**
- **Training Manager**

**Management Development Centre, HR Department**

Strategic Planning, Evaluation of program, Develop KPIs, Support and Coordination with higher management for smooth operations.

In-house Training & Capacity Building

Public Workshops & Seminars

Event Management Services

Design and Develop Various Training programs

Develop and Execute training and development programs for New Inducted MTO

Management & HR Audits

**Publication:**

1. **Determining Employee Commitment through Human Capital Application** Conference at University of Central Punjab, Lahore on 26-27 November 2008.
2. **ROI on Human Capital & Isolation Methods**  
Conference at Attock Refinery Limited, Rawalpindi, on 21<sup>st</sup> February, 2009.
3. **Determining organizational performance through HCM drivers.**  
Conference at Sohar University, Oman, on 30 – 31 March 2009.
4. **Impact of Intellectual Potential On Performance with The Mediating Role of Strategic Knowledge Management in The Telecommunication Sector of Pakistan.**  
Multicultural Education Journal Volume 7, Issue 9, 2021

Coronavirus and HR Managers' Obligation  
DAWN, March 23 2020

Blogs:

Employees Engagement and Augmented Learning

<https://pide.org.pk/blog/employees-engagement-and-augmented-learning/>

The Fog of War

<https://pide.org.pk/pdf/PIDE-Covid-Blog-18.pdf>

We Would not Die

<https://pide.org.pk/pdf/PIDE-Covid-Blog-5.pdf>

War for Talent the Skills Gap

<https://pide.org.pk/blog/war-for-talent-the-skills-gap/>

Psychological Effect of Coronavirus

<https://www.matrixmag.com/psychological-effects-of-coronavirus/>

The new "Normal"

Pakistan Premium Magazine on Entrepreneurship (March-April, 2020)

Human Reliance on Machine and Technology Post COVID-19 Job Market  
MatrixMAG (Magazine, April 2020)