



Joseph Matta

Talent Manager | Sustainability Lead |
Erasmus+ Trainer | Podcast Host

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Experienced Talent Management Practitioner who has developed the human potential of 10k people so far and supported companies in driving their Learning culture, revamping their Performance Management & establishing their Talent Scorecard Modules across Middle East & GCC as well as designing career paths and preparing promotion and succession plans. My background is a mashup of both Local and International stories, combined with my personal experiences with several NGOs.

SKILLS

Public Speaking

Coaching

Events Management

Customer Focus

Performance Management

Learning & Development

Leadership & Accountability

Problem Solving & Decision Making

Diversity & Inclusion

Entrepreneurship & Innovation

Employee Engagement

Career Counseling

HR Consultancy

Project Management

WORK EXPERIENCE

Senior Learning Academy Manager

Chalhoub Group - KSA

06/2023 - Present

Achievements/Tasks

- Managing the day-to-day operations as well as the performance of a team of 11 reporters (Quality assurers, trainers and learning coordinators).
- Driving successful partnership strategies with KSA Ministry of Human Resources, Ministry of Labor & The Technical & Vocational training center.
- Developing the business plan of the Chalhoub Retail Academy in line with the Division & Strategic objectives.
- Providing training and development opportunities to a community of 3k members.

Business Coach L&D

Leap2Sucess - Formatech

03/2022 - Present

KSA, UAE

Achievements/Tasks

- Delivering & designing training sessions on strategic management, customer service, sales techniques, conflict management, critical thinking, business etiquette, performance management, accountability, team responsibility, leadership, presentation & public speaking, communication & building relationships, time management, emotional intelligence.
- Facilitating learning events to more than 20 partners so far.
- Providing post training coaching services.

Group Talent Management Consultant

BEAM Consolidated

02/2022 - 06/2022

KSA, Egypt, Lebanon & Syria

Achievements/Tasks

- Supported Top management and C Level in setting objectives & Kpis based on the balanced scorecard module.
- Ensured objectives were cascaded down to 1k employees across the group.
- Maintained employees' engagement and belongingness through their entire journey (from onboarding to offboarding).

WORK EXPERIENCE

Talent Engagement Partner

Holdal Group

01/2019 - 02/2022

Lebanon, Syria & Iraq

Achievements/Tasks

- Scored 4.4/5 on the 360-degree leadership survey (56 respondents including self, 2 managers, 6 reporters & 47 peers).
- Lead projects related to SGDs 3, 4, 5, 12, and 17, with the ultimate purpose of making Holdal an employer of choice.
- Drove Holdal Learning culture, and developed Holdal Online Academy, a platform that supports Holdalians acquiring new skills and improving their performance. (Holdalians' satisfaction rating of 4.4/5).
- Oversaw performance evaluation of 450 employees, objective setting, preparing development plans for high-performing employees, and designing career development for key positions.

Learning & Development Specialist

OMT Western Union

10/2013 - 10/2018

Lebanon

Achievements/Tasks

- Designed and delivered technical and behavioral training sessions to 1000 OMT agents & 250 staff members.
- Supported in managing OMT team building events and festivities.
- Hosted OMT Gala Dinner.

EDUCATION

Masters degree in Educational Psychology

Notre Dame University

02/2017 - 02/2020

LANGUAGES

Arabic

Native or Bilingual Proficiency

English

Full Professional Proficiency

French

Professional Working Proficiency

PERSONAL PROJECTS

Tik Talk Online Show & Podcast on Startup Minute & Podo (02/2020 - 02/2022)

- The web show/ podcast targeted fresh grads with the objective of sharing with them many tips and tricks to penetrate the workplace smartly. It offered them everything they need to know about the employee work cycle as well as valuable advice from experts in the field.

HR we GO on Anghami (12/2022 - Present)

- In this podcast, Joseph shares stories from his 10 years of experience & covers, the Talent Management Process. This process targets employees in their beginning of or halfway through career journey, with the aim of spreading awareness on learning & development, performance management, employee relations, company's culture & wellbeing.

Expert HR Talk on Bookboon Learning (01/2023 - Present)

- Career Management, Company's Culture, learning & development, people and policies, coaching & motivation.

ORGANIZATIONS

Injaz (Junior Achievement Worldwide)

(02/2021 - Present)

Career Counselor

European Commission (12/2018 - Present)

Erasmus + Trainer

Michel Daher Social Foundation (03/2022 - Present)

HR Course Instructor

VOLUNTEER EXPERIENCE

○ **Ambassadors Network Coordinator**

Adyan Foundation

01/2019 - 01/2020

Tasks/Achievements

- Coached 25 ambassadors in a Leadership academy of 3 rounds on Management, Training Skills, and Adyan's main values.
- Mentored the members of Adyan's networks and delivered training sessions on Leadership & Network Management.
- Acted as a spokesperson in Local and International conferences and seminars.

HONOR AWARDS

Innovation Award (05/2018 - 12/2020)

OMT Western Union

CERTIFICATES

Associate Certified Coach (02/2019 - Present)

International Coaching Federation - USA

Young SDG Innovator (10/2019 - 10/2020)

United Nations Global Compact - Lebanon

Chief Happiness Officer (03/2019 - Present)

Woohoo Inc - Denmark

**Designing an Integrated Blended Learning Model
(03/2018 - Present)**

Association for Talent Development - ATD USA