

Tarek ElBadawy, Ph.D. – Curriculum Vitae
Professor of Management
Department of Business Administration
College of Business
Auburn University at Montgomery
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EDUCATION

- Virginia Polytechnic Institute and State University (VT), Doctor of Philosophy, Resource Management, May 2001.
- Virginia Polytechnic Institute and State University (VT), Master of Business Administration (MBA), May 2000.
- The American University in Cairo (AUC), Master of Arts, Economics, June 1996.
- The American University in Cairo (AUC), Bachelor of Arts, Economics, June 1991.

ACADEMIC WORK EXPERIENCE

Teaching

- Professor (Tenured), Department of Business Administration, College of Business, Auburn University at Montgomery (AUM), Alabama, USA
March 2024 – Present
- Associate Professor (Tenured), Department of Business Administration, College of Business, Auburn University at Montgomery (AUM), Alabama, USA
March 2018 – February 2024
- Assistant Professor, Department of Business Administration, College of Business, Auburn University at Montgomery (AUM), Alabama, USA
August 2016 – February 2018
- Visiting Research Scholar, School of Business, University of Texas at Arlington (UTA), Texas, USA
June – July 2016
- Department Head and Associate Professor, Faculty of Management Technology, German University in Cairo (GUC), Cairo, Egypt
August 2015 – May 2016

- Assistant Professor, Faculty of Management Technology, German University in Cairo (GUC), Cairo, Egypt
September 2015 – May 2016
- Visiting Professor, School of Business and Economics, Department of Business Administration, Universidad De Las Américas Puebla (UDLAP), Puebla, Mexico
June – August 2015
- Assistant Professor, Faculty of Management Technology, German University in Cairo (GUC), Cairo, Egypt
October 2003 – May 2015
- Affiliate Assistant Professor, Arab Academy for Science, Technology & Marine Transport, Graduate School of Business, Cairo, Egypt
October 2003 – May 2007
- Affiliate Assistant Professor, College of Business Administration, Economics and Communication, The American University in Cairo (AUC), Cairo, Egypt
January 2002 – January 2003
- Assistant Professor, Faculty of Business Administration and International Trade, Misr International University (MIU), Cairo, Egypt
September 2001 – August 2002
- Graduate Teaching Assistant, Department of Resource Management, Virginia Polytechnic Institute and State University (Virginia Tech), Blacksburg, Virginia, USA
August 1997 – May 2001
- Graduate Teaching Assistant, Department of Economics, The American University in Cairo (AUC), Cairo, Egypt
September 1992 – June 1996

Research

- Graduate Research Associate, The National Institute for Personal Finance Employee Education (NIPFEE), Center for Organizational and Technological Advancement, Virginia Polytechnic Institute and State University (Virginia Tech), Blacksburg, Virginia, USA
August 1996 – May 1998

OTHER PROFESSIONAL WORK EXPERIENCE

- Senior HR Advisor, Egyptian Cabinet Secretariat, Cairo, Egypt
March 2006 – Dec 2010
- Management Development and Training Consultant, Engineering and Management Consultants (TEAM), Cairo, Egypt
February 2003 – Nov 2010
- Management Development and Training Consultant, Center of Leadership Development for Government Sector, Central Agency for Organization and Administration, Ministry of Management Development, Cairo, Egypt
January 2002 – January 2003
- Financial Analyst, The Egyptian Investment Company (EIC), Cairo, Egypt
May 1993 – June 1996

PUBLICATIONS

1. Marwan, R., **El Badawy, T.**, Ingram, R. & Ang, D. (In Press). Public Policy and Society: The Case of Changing Smoking Behavior in the United States. *International Journal of Public Law and Policy*.
2. Marwan, R., **El Badawy, T.** & Ingram, R. (2024). Navigating Truth in Cyberspace: Questioning Online Information Credibility from the Perspective of Egyptian News Consumers. *American International Journal of Business Management*, 7(3), 101-112.
3. **ElBadawy, T.**, Marwan, R. & Ingram, R. (2022): Understanding the effectiveness of internal branding in Egyptian television broadcasting. *International Journal of Business and Economics*, 7(1), 77-90. <http://ijbe.ielas.org/index.php/ijbe/article/view/294/113>
4. Magdy, M. & **ElBadawy, T.** (2021): Off-the-job training effectiveness: The difference between expectations and experiences of trainees. *International Journal of Business and Economics*, 6(1), 74-96. <https://doi.org/10.5281/zenodo.4766370>
5. Mohamed, R., **El Badawy, T.**, & Magdy, M. (2020): The role of emotional intelligence in conflict management style adoption. *International Journal of Business and Economics*, 5(2), 9-23. <http://ijbe.ielas.org/index.php/ijbe/article/view/128>
6. Bassem, M., **ElBadawy, T.** & Magdy, M. (2019): HR managers' views on SHRM and its role in influencing organizational performance. *International Journal of Human Resource Studies*, 9(4), 221-230. <http://dx.doi.org/10.5296/ijhrs.v9i4.15495>

7. **ElBadawy, T.,** Marwan, R. & Magdy, M. (2019): Main and interaction effect of ‘power distance’ and ‘uncertainty avoidance’ on innovation in small and medium enterprises in Egypt. *International Journal of Human Resource Studies*, 9(3), 198-217. <http://dx.doi.org/10.5296/ijhrs.v9i3.14872>
8. **ElBadawy, T.,** Chinta, R. & Magdy, M. (2018). Does ‘Gender’ mediate or moderate the relationship between ‘Quality of work life’ and ‘Organizational commitment’? : Evidence from SMEs in Egypt. *Gender in Management: An International Journal*, 33(4), 332-348. <http://doi.org/10.1108/GM-04-2017-0050>
9. **ElBadawy, T.,** Kiker, M. & Magdy, M. (2018): The empowerment effect: Investigating the interaction between psychological empowerment, quality of work-life and organizational commitment. *International Journal of Management and Administrative Sciences*, 5(9), 1-14. <http://www.ijmas.org/5-9/IJMAS-5801-2018.pdf>
10. **ElBadawy, T.,** Srivastava, S. & Magdy, M. (2018). Psychological empowerment as a stimulus of organizational commitment and quality of work-life: A comparative study between Egypt and India. *International Journal of Economics and Business Research*, 16(2), 232-249. <http://doi.org/10.1504/IJEBR.2018.094015>
11. **ElBadawy T.,** & Chahine, R. (2017). Analyzing impression management strategies of Egyptian telecommunications companies on social media. *International Journal of Technology Marketing*, 12(1), 42-59. <http://www.inderscience.com/info/inarticle.php?artid=81503>
12. **ElBadawy, T.,** Chinta, R. & Magdy, M. (2017). Collectivism and assertiveness as determinants of innovation in small and medium enterprises in Egypt. *International Journal of Business Environment*, 9(2), 138-151. <http://dx.doi.org/10.1504/IJBE.2017.10006210>
13. **ElBadawy, T.,** Kamel, M., & Magdy, M. (2017). The interaction effect of job engagement on the relationship between organizational culture and citizenship behavior. *Middle East Journal of Management*, 4(3), 219-234. <http://dx.doi.org/10.1504/MEJM.2017.10007458>
14. **ElBadawy, T.,** & Magdy, M. (2017). Change management in the private sector: Literature review and proposed research questions. *International Journal of Management and Administrative Sciences*, 4(5), 85-91. <http://www.ijmas.org/4-5/IJMAS-4403-2016.pdf>
15. **ElBadawy, T.,** & Magdy, M. (2017). Exploring the relationship between impression management, emotional intelligence and locus of control: Evidence from Egypt *International Journal of Human Resource Studies*, 7(1), 20-37. <http://www.macrothink.org/journal/index.php/ijhrs/article/view/10603>

16. **ElBadawy, T., & Magdy, M.** (2017). The effect of intrinsic and extrinsic work-related variables on job satisfaction among Egyptian online journalists. *Middle East Journal of Management*, 4(2), 97-116. <http://dx.doi.org/10.1504/MEJM.2017.10005972>

17. **ElBadawy, T., Trujillo-Reyes, J. C., & Magdy M.** (2017). Exploring the relationship between organizational culture, organizational citizenship behavior, and job satisfaction: A comparative study between Egypt and Mexico. *International Journal of Management and Administrative Sciences*, 4(6), 1-15. <http://www.ijmas.org/4-6/IJMAS-4503-2016.pdf>

18. **ElBadawy, T., Trujillo-Reyes, C. & Magdy, M.** (2017). The demographics' effects on organizational culture, organizational citizenship behavior and job satisfaction. Evidence from Egypt and Mexico. *Business and Management Research*, 6(1), 28-41. <http://www.sciedupress.com/journal/index.php/bmr/article/view/10962>

19. **ElBadawy, T., & Zakarian, R.** (2017). The impact of ambient communication on the consumer behavior. *International Journal of Management and Administrative Sciences*, 4(7), 60-74. <http://www.ijmas.org/4-7/IJMAS-4706-2017.pdf>

20. **ElBadawy, T., Alaadin Y., & Magdy, M.** (2016). Succession planning, job engagement and job satisfaction: The missing link. *Middle East Journal of Management*, 3(1), 1-18. <http://www.inderscience.com/storage/f821210569341171.pdf>

21. **ElBadawy, T., Ghoneim, N. & Magdy, M.** (2016). An examination of sexual harassment, job stress and turnover intention: Evidence from Egypt. *International Academic Research Journal of Business and Management*, 5(2), 11-26. <http://acrpub.com/article/pub-lishedarticles/10012017IARJBM372.pdf>

22. **ElBadawy, T., Gutiérrez-Martínez, I. & Magdy, M.** (2016). Impression management and its interaction with emotional intelligence and locus of control: Two-sample investigation. *International Review of Management and Business Research*, 5(3), 1191-1203. <http://irmbrjournal.com/papers/1476696918.pdf>

23. **ElBadawy, T., Kamel, M., & Magdy, M.** (2016). Exploring the relationship between organizational culture, job satisfaction, and organizational citizenship behavior. *International Journal of Human Resource Studies*, 6(4), 20-33. <http://www.macrothink.org/journal/index.php/ijhrs/article/view/9939>

24. **ElBadawy, T., Magdy M.** (2016). Impression management: A literature review and future research recommendations. *Journal of Academy of Business and Economics*, 16(1), 63-78. <http://www.iabe.org/domains/IABE-DOI/article.aspx?DOI=JABE-16-1.7>

25. **ElBadawy, T.,** Shiha, E. & Magdy, M. (2016). Quality of work life in Egypt. *World Journal of Business and Management*, 2(2), 34-50. <http://www.macrothink.org/journal/in-dex.php/wjbm/article/view/9943>
26. **ElBadawy, T.,** & Bassem, M. (2015). The impact of emotional intelligence on job satisfaction moderated by the organizational learning capability among academicians in private higher education institutions in Egypt. *Journal of Human Resource Management*, 18(1), 27-39. http://www.jhrm.eu/category/2015_1
27. **ElBadawy, T.,** Fahmy, M., & Magdy, M. (2015). Can employer branding surge the retention and motivation of Egyptian employees? *Competition Forum: American Society for Competitiveness*, 13(2), 253-265. <https://www.questia.com/library/journal/1P3-3916623621/can-employer-branding-surge-the-retention-and-motivation>
28. **ElBadawy, T.,** & Hashem, Y. (2015). Can social media enhance school learning? *Journal of Academy of Business and Economics*, 15(1), 47-54. <http://dx.doi.org/10.18374/JABE-15-1.5>
29. **ElBadawy, T.,** & Hashem, Y. (2015). The impact of social media on the academic development of the younger generation. *International Journal of Business Administration*, 6(1), 46-52. <http://www.sciedu.ca/journal/index.php/ijba/article/view/6181>
30. **ElBadawy, T.,** Kamel, M., & Wagdy M. (2015). The practice of knowledge management processes: A comparative study of private higher education institutions in Egypt. *Middle East Journal of Management*, 2(2), 450-472. <http://www.inderscience.com/info/inarti-cle.php?artid=70755>
31. **ElBadawy, T.,** & Magdy, M. (2015). Assessing the impact of emotional intelligence on job satisfaction: An empirical study on faculty members with respect to age and gender. *International Business Research*, 8(3), 67-78. <http://www.ccsenet.org/journal/in-dex.php/ibr/article/view/45232>
32. **ElBadawy, T.,** & Magdy, M. (2015). The impact of globalization on HRM policies and practices in Egypt: The case of the public sector. *Journal of Human Resource Management*, 18(2), 24-39. http://www.jhrm.eu/category/2015_2
33. **ElBadawy, T.,** & Magdy, M. (2015). The impact of media convergence on HR practices: A zoom on Egyptian newsrooms post January 2011 revolution. *International Business Research*, 8(4), 10-18. <http://ijbr-journal.org/domains/IJBR-JOURNAL/Default.aspx>

34. **ElBadawy, T., & Magdy M.** (2015). The practice of knowledge management in private higher education institutions in Egypt: The demographics effect. *International Journal of Business Administration*, 6(2), 96-105. <http://www.sciedu.ca/journal/index.php/ijba/arti-cle/view/6602>
35. **ElBadawy, T., Marwan R., & Magdy, M.** (2015). The impact of emerging technologies on knowledge management in organizations. *International Business Research*, 8(5), 111-119. <http://www.ccsenet.org/journal/index.php/ibr/article/view/48010>
36. **ElBadawy, T., & Attia, S.** (2014). The effect of change management on E-Government: Implementation in Egypt. *The International Journal of Business and Management*, 2(9), 141-148. http://scholar.google.com/scholar?q=The+effect+of+change+manage-ment+on+E-Government:+Implementation+in+Egypt&hl=en&as_sdt=0&as_vis=1&oi=scholar&sa=X&ved=0ahUKEwjyJO3H_tTUAhUIKyYKHR_KDkgQgQMIKTAA
37. **ElBadawy, T., & Bassiouny, M.** (2014). Employee engagement as a mediator between transformational leadership and intention to quit. *International Journal of Contemporary Management*, 13(2), 37-50. [http://www.ejournals.eu/ijcm/2014/13\(2\)/art/5219](http://www.ejournals.eu/ijcm/2014/13(2)/art/5219)
38. **ElBadawy, T., & Hady, N.** (2014). An overview of human resource development in pre and post revolution Egypt and its effect towards reaching sustainable development. *Journal of Human Resources Management and Labor Studies*, 2(3 & 4), 39-77. http://jhrmls.com/journals/jhrmls/Vol_2_No_3_4_December_2014/3.pdf
39. **ElBadawy, T., & Hannalla E.** (2014). The impact of perceived family – friendly policies on employees’ job satisfaction: The mediating role of work-life balance. *Journal of Human Resource Management*, 17(2), 5-24. http://www.jhrm.eu/category/2014_2
40. **ElBadawy, T., Srivastava S., & Bassem M.** (2014). Assessing the relationship between emotional intelligence, job satisfaction and organizational learning capability in private higher education institutions in Egypt and India: A comparative study. *International Journal of Business Administration*, 5(6), 38-47. <http://www.sciedu.ca/journal/index.php/ijba/arti-cle/view/5908>
41. **ElBadawy, T., & Zakarian, R.** (2014). The relationship between advertising knowledge management and internal social media in Egypt: The case of leap. *Journal of Emerging Trends in Economics and Management Sciences*, 5(3), 336-342. <http://jetems.scholarlinkre-search.com/articles/The%20Relationship.pdf>

42. **EIBadawy, T.** (2012). Knowledge workers and the creation of an information society in Egypt. *International Journal of Arab Culture, Management and Sustainable Development*, 2(4), 273-291.
<http://www.inderscience.com/info/inarticle.php?artid=53385>

CURRENT WORKS-UNDER-REVIEW

1. **EIBadawy, T.** (2024). The effect of social media as an information communication tool on multinational organizations performance. *International Journal of Business Environment. Under Review.*
2. **EIBadawy, T.** (2024). Spiritual capital in Egyptian private organizations. *Middle East Journal of Management. Under Review.*
3. Magdy, M., & **EIBadawy, T.** (2024). Do demographics influence the perceived training effectiveness? *International Journal of Human Resource Studies. Under Review.*
4. Marwan, R., **El Badawy, T.** & Chinta, R. (2024). Re-visiting ‘collectivism’ and ‘assertiveness’ as determinants of innovation in small and medium enterprises in Egypt: The differential effect of gender. *International Journal of Human Resources Development and Management. Under Review.*
5. Sonnenberg, J., & **EIBadawy, T.** (2024). Analyzing the relationship between media management and change management on the German book publishing industry. *Journal of Change Management. Under Review.*

SCHOLARLY ACTIVITIES

- Academy of Management, Member (2019 – Present)
- Academy of Business Research, Member (2016 – Present)
- American Management Association, Member (2000 – Present)
- Association for Talent Development, Member (2016 – Present)
- International Academy of Business and Economics, Member (2016 – Present)
- International Journal of Management and Administrative Sciences, Reviewer (2015 – Present)
- Journal of Human Resource Management, Editorial Board Member (2022 – Present)
- Middle East Journal of Management, Reviewer (2015 – Present)
- Society for Advancement of Management, Member (2014 – Present)
- Southern Business and Economic Journal, Reviewer (2019 – Present)
- The Eastern Academy of Management, Member (2015 – Present)

AWARDS

- 2023 Faculty Excellence in Research Award (COB-Auburn University at Montgomery)
- 2023 Nominated for a Faculty Excellence in Teaching Award (COB-Auburn University at Montgomery)
- 2022 Nominated for a Distinguished Research Associate Professor Award (Auburn Montgomery at Montgomery)
- 2021 Nominated for a Distinguished Research Associate Professor Award (Auburn Montgomery at Montgomery)
- 2020 Faculty Excellence in Research Award (COB-Auburn University at Montgomery)
- 2018 Faculty Excellence in Research Award (COB-Auburn University at Montgomery)
- 2017 Junior Faculty Research Award (COB-Auburn University at Montgomery)
- 2015 Outstanding Faculty Award (German University in Cairo)
- 2001 Graduate Student Award (Ford Motor Company Grant)

RESEARCH INTERESTS

- Emotional Intelligence in HR: Exploring the application of emotional intelligence within HR processes, including leadership development, conflict resolution, and team dynamics, to enhance employee well-being and organizational effectiveness.
- Impression Management in HR: Exploring the role of impression management techniques in the HR context, in relation to recruitment and employee relations, and their effects on organizational outcomes.
- Knowledge Management and Organizational Culture: Investigating the integration of knowledge management practices within organizational culture to facilitate knowledge sharing, innovation, and adaptability.
- Organizational Commitment and Job Empowerment: Relationship between organizational commitment and employee job empowerment, to understand how these factors have an impact on retention and performance.
- Training and Development: Designing and evaluating effective training programs that enhance employee skills and competencies.

OTHER PROFESSIONAL ACCOMPLISHMENTS

- **Academic Service**

- **On-Campus**

- AUM Diversity, Equity and Inclusion Committee Member (2021 – Present)
- AUM Faculty Research Council Committee Member (2022 – Present)
- AUM Faculty Senate Member (2019 – 2020)
- AUM Faculty Tenure and Promotion/Post-tenure Review (2nd alt) Committee Member (2022-2023)
- AUM Faculty Welfare Committee Member (2022-2025)
- AUM-MSA (Muslim Student Association) Club Advisor (2018 – Present)
- AUM-SHRM (Society of Human Resource Management) Club Advisor (2024 – Present)
- AUM Study Abroad Committee Member (2018 – 2023)
- AUM College of Business Faculty Development Committee Member (2022 – Present)
- AUM College of Business Graduate Curriculum Committee Member (2019 – Present)
- AUM College of Business Administration Hiring Committee Member for the MBA Academic Advisor (March 2021 – May 2021)

- **Off-Campus**

- East Montgomery Islamic Center (EMIC) Secretary General (2018 – Present)
- International Journal of Management and Administrative Sciences, Reviewer (2015 – Present)
- Journal of Human Resource Management, Editorial Board Member (2022 – Present)
- Middle East Journal of Management, Reviewer (2015 – Present)
- Southern Business and Economic Journal, Reviewer (2019 – Present)

- **Consulting/Training Experiences**

Client	Industry	Country	Assignment
ABB Utilities	Power & Automation	United Arab Emirates	Training
ABA	NGO	Egypt	Training
ABC Bank	Banking	Egypt	Training
Abou Ghali Motors	Retail	Egypt	Training
Aboul Fotouh Co.	Automotive	Egypt	Consulting
Abu Dhabi Chamber of Commerce	Government Sector	United Arab Emirates	Consulting
Abu Dhabi Company for Onshore Oil Operations (ADCO)	Oil & Gas	United Arab Emirates	Training
Abu Dhabi Municipality	Government Sector	United Arab Emirates	Consulting
Abu Dhabi Municipality & Agriculture	Government Sector	United Arab Emirates	Consulting
Abu Dhabi Police Department	Government Sector	United Arab Emirates	Training
Accor	Tourism		
ADCCI	Government Sector	United Arab Emirates	Consulting
ADGAS	Oil & Gas	United Arab Emirates	Training
ADNOC Distribution	Oil & Gas	United Arab Emirates	Training
Al Asher	Real Estate	Egypt	Training
Al Ezz Steel Rebars Co.	Construction & Building Materials	Egypt	Training
Al-Masry Al-Youm Newspaper	Professional Services	Egypt	Consulting
Alcatel	Telecommunications	Egypt	Training
Allianz Egypt	Professional Services (Insurance)	Egypt	Training
AlMokhtabar	Professional Services (Healthcare)	Egypt	Training

		Saudi Arabia	Training
Amr Helmy Designs	Furniture	Egypt	Consulting
Arab Dairy	FMCG	Egypt	Training
Arabic Academy	Education	Egypt	Training
ARAMCO	Oil & Gas	Egypt	Training
Aramex	Professional Services(Courier)	Egypt	Training
Arma Foods	FMCG	Egypt	Training
Astra Zeneca	Pharmaceutical	Egypt	Training
AUC	Education	Egypt	Training
Baraka Optics	Retail	Egypt	Training
Barclays Bank Egypt	Banking	Egypt	Training
Bashareya (Abu Dhabi HR Consulting Group)	(Charity) NGO	United Arab Emirates	Training
Bavarian AutoGroup	Automotive/Motor Vehicle/Parts	Egypt	Training
BLOM Bank	Banking	Egypt	Training
BNP Paribas	Banking	Egypt	Training Training
BUPA	Insurance	Saudi Arabia	Training
Burooj Properties	Real Estate	United Arab Emirates	Training
CAREER MIDEAST	Professional Services	Egypt	Training
Cargill Trading Egypt	Retail	Egypt	Training
Carmode Vehicle Co.	Automotive	Egypt	Training
Cemex	Construction & Building Materials	Egypt	Training
Ceramica Cleopatra	Building Materials	Egypt	Training
Chevron Egypt	Oil & Gas	Egypt	Training
Chloride Egypt	Manufacturing and Production	Egypt	Consulting
CIC	Education	Egypt	Consulting
Citibank	Banking	Egypt	Training
Coca Cola	FMCG	Egypt	Training
Commercial International Bank (CIB)	Banking	Egypt	Training
Dalia el Shimi design Studio	Interior Design (Retail)	Egypt	Training
Danone - Dairy Egypt	FMCG	Egypt	Training
Delta Textile	Textiles	Egypt	Training
DHL	Professional Services(Courier)	Egypt	Training
Dina Farms	Agriculture	Egypt	Consulting

Diwan Bookstore	Professional Services	Egypt	Training
Egyptian Geman Automotive	Automotive/Motor Vehicle/Parts	Egypt	Training
Egyptian International Motors	Automotive/Motor Vehicle/Parts	Egypt	Training
Egyptian Italian Company (EIC)	Manufacturing and Production	Egypt	Training
EIDA	Government Sector	United Arab Emirates	Consulting
El Rshidi El Mizan	FMCG	Egypt	Training
El Semy Furniture	Furniture	Egypt	Training
El Sewedy	Engineering	Egypt	Training
El-Awael For Programs	Professional Services	Egypt	Training
Elixir Consultancy	Consultation	Saudi Arabia	Training
Emed	Equipment	Egypt	Consulting
Emirates Steel Factory (EISF)	Iron & Steel	United Arab Emirates	Consulting
Enppi	Oil & Gas	Egypt	Training
EVA	Chemical: Pharmaceuticals	Egypt	Consulting
eXtra	Electronics	Saudi Arabia	Training
Exxon Mobil	Oil & Gas	Egypt	Training
ExxonMobil (APSCO)	Petrochemical	Saudi Arabia	Training
Ezalo	Manufacturing and Production	Egypt	Consulting
FACT	Real Estate	Egypt	Training
Far East Travel & Tours	Tourism	Egypt	Training
Fayum Gas Company	Oil & Gas	Egypt	Training
Fedex Express	Professional Services(Courier)	Egypt	Training
Fertil	Fertilisers	United Arab Emirates	Training
Fine	Manufacturing and Production	Egypt	Training
Fire Service	Government	Egypt	Consulting
Food & Fine Pastries Manufacturing Co. LTD.	FMCG	Egypt	Training
Franke Kitchen Systems Egypt	Manufacturing	Egypt	Training
GASCO	Oil & Gas	United Arab Emirates	Training

General Holding Company	Government	United Arab Emirates	Consulting
General Motors	Automotive/Motor Vehicle/Parts	Egypt	Training
Global Direct TV Showtime	Professional Services	Egypt	Training
GMC	Manufacturing and Production	Egypt	Training
Golden State Foods Egypt	FMCG	Egypt	Training
Halliburton	Oil & Gas	Egypt	Training
Harvest Foods	Food & Beverage	Egypt	Consulting
Heliopolis Company for Apparel Industries	Textiles	Egypt	Training
Henkel Polybit Egypt	FMCG	Egypt	Training
Hidada (One of Xenel's group of companies)	Construction	Saudi Arabia	Consulting
Horreya Group Household Cleaning Products Co.(Clorox)	Food & Beverage	Egypt	Consulting
HSBC Bank Egypt	FMCG	Egypt	Training
IMC	Banking	Egypt	Training
International Home Appliances - Bahgat Group	Government	Egypt	Consulting Training
IT Worx ITIDA	White Goods	Egypt	Training
Kadmar for Shipping	Information Technology	Egypt	Training
Kandil Industries	Government	Egypt	Training
Kandil Steel Complex	Shipping	Egypt	Consulting
Kapci Coatings	Manufacturing and Production	Egypt	Training
Kian	Construction & Building Materials	Egypt	Training
Kraft	Chemical: Paints	Egypt	Consulting Consulting
Kuwait Food Company (Americana)	Retail	Egypt	Training
Leoni	FMCG	Egypt	Training
Maersk Logistics	FMCG	United Arab Emirates	Training
Maghrabi Optics	Engineering	Egypt	Training
	Professional Services (Shipping)	Egypt	Training
	Retail	Saudi Arabia	Training

Mansour Automotive	Retail	Egypt	Training
Masterfoods	FMCG	Saudi Arabia	Training
		United Arab Emirates	Training
McDonalds	Retail	Egypt	Training
Mercedes-Benz MCV	Automotive	Egypt	Training
Metro Markets	Retail	Egypt	Training
MiBank(National Societe General Bank)	Banking	Egypt	Training
Microsoft	Information Technology	Egypt	Training
Ministry of Foreign Trade & Industry	Government	Egypt	Training
Misr International University	Education	Egypt	Consulting
MN Group	Food & Beverage	Egypt	Consulting
Mobica	Furniture	Egypt	Training
Mobily	Telecommunications	Saudi Arabia	Training
MobiNil	Telecommunications	Egypt	Training
Momen	Retail	Egypt	Training
Narmer American College	Professional Services	Egypt	Training
New Cairo British Int'l School	Education	Egypt	Consulting
New Horizons	Professional Services	Egypt	Training
New Vision International Schools	Professional Services	Egypt	Training
Nile Telecom	Telecommunications	Egypt	Consulting Consulting
Olympic Stores	Manufacturing and Production	Egypt	Consulting
Orphan Organization - Qatar	(Charity) NGO	United Arab Emirates	Training
Pepsico Intl.	FMCG	Egypt	Training
Peugeot	Retail	Egypt	Training
Pirelli	Manufacturing and Production	Egypt	Training
Plan International	NGO	Egypt	Consulting
Raya Distribution	Telecommunications	Egypt	Consulting Consulting Training

Saudi German Hospital	Health	Saudi Arabia	Training
Savola	FMCG	Egypt	Training
		Saudi Arabia	Training
SCCT	Professional Services (Shipping)	Egypt	Training
Suez Canal Container	Professional Services (Shipping)	Egypt	Training
Tanta Motors	Automotive/Motor Vehicle/Parts	Egypt	Training
TE Data	Information Technology	Egypt	Training
Unilever Mashreq	FMCG	Egypt	Training
Union Group	Telecommunications	Egypt	Consulting
United Industries ElSewedy	Manufacturing and Production	Egypt	Training
United Sugar Company	Manufacturing	Saudi Arabia	Training
Wadi Holding	FMCG	Egypt	Training
		United Arab Emirates	
ZADCO	Oil & Gas		Training