

Dima Ghawi, MBA

<https://www.linkedin.com/in/dimaghawi>

dima@dimaghawi.com ■ 919.747.1474 ■ San Diego, CA 92128

Global Leadership ■ Cross-Cultural Relationship Building ■ Workforce Development ■ Public Relations ■ Communication

Recognized as a transformational catalyst for leadership development and empowerment

PROFESSIONAL PROFILE

- Fortune 20 corporate leader with 25 years experience focused on relationship management, organizational development, process improvement, and business transformation.
- High-caliber people management capabilities with a proven history of building high performing teams, optimizing employee engagement, and strengthening organizational competitiveness.
- Talent development expert focused on enabling employees to build skills demanded for the future.
- Well versed in intercultural communications and business practices.
- Fluent in English and Arabic.

PROFESSIONAL EXPERIENCE

Business Consultant, Executive Coach, and International Speaker

Dima Ghawi, LLC (<http://www.dimaghawi.com>) ■ Baton Rouge ■ July 2015 to present

Founded a global consulting company with the primary mission of advancing individuals in leadership.

- Conduct keynote speeches, workshops, training programs, and provide individual coaching that has empowered thousands of professionals worldwide and supported the development of critical business skills, shattering of internal limitations, and achieving full leadership potential.
- Provide guidance to business executives and develop strategic plans focused on employee engagement, corporate culture, and Diversity & Inclusion.

Manager of Talent Development and Public Relations

IBM ■ Baton Rouge & Monroe, LA ■ May 2013 to July 2015

Talent leader responsible for workforce development and employee engagement within two U.S. based Client Innovation Centers.

- Directed a department overseeing the development and delivery of training programs for new hires in Baton Rouge and Monroe. Successfully coordinated training programs for 300+ new employees in technical and consulting skills to fulfill client-facing roles.
- Managed community outreach initiatives focused on the development of a pipeline for future qualified technical talent. Developed a local IBM corporate citizenship program dedicated to community and civic outreach. Established partnerships with non-profit organizations and educational institutions focused on Science, Technology, Engineering, Arts, and Math (STEAM)—supporting the identification of candidates for the IBM talent pool and an increased ability to maintain high offer acceptance and employee retention rates, specifically with women.
- Handled extensive public relations and represented IBM in business and State events. Managed media relations and strengthened the IBM brand image in Louisiana.

Supply Chain Senior Manager

IBM ■ RTP, NC ■ March 2010 to May 2013

Directed outsourcing services for two strategic external clients with contract spend over \$150M. Led a cross-functional global team of experienced professionals. Drove worldwide strategies and operations and cultivated strong client and supplier relationships, resulting in cost savings through the building of strategic partnerships and spend consolidations.

As an IBM “*Top Talent*,” in addition to people management responsibilities, was selected to:

- Support the United Nations in South Africa for Women Empowerment initiatives focused on developing entrepreneurship skills in rural areas under IBM’s Corporate Services Corp program.
- Participate in IBM’s Knowledge Ambassador program to conduct training on leadership and relationship management topics to 500+ employees across nine countries.

Executive Apprentice

IBM ■ RTP, NC ■ March 2009 to March 2010

Managed operations for three IBM Procurement Vice Presidents, which included, facilitating communication with global counterparts and up to 10,000 direct reports, overseeing their management system, and assisting in the development and implementation of global workforce strategies.

- Spearheaded talent management projects and implemented 10-year strategic plans to promote leadership globally for the organization and develop a future talent pipeline in emerging markets.
- Analyzed the organizational design for the optimal balance of regular employees and contractor support, resulting in cost savings through the initiation of a global flexible workforce strategy.

Operations Manager

IBM ■ Tokyo, Japan ■ January 2008 to March 2009

As a U.S. expatriate in Japan, served as a liaison between U.S. Executives and the Tokyo team. Provided direction to five managers overseeing a 70-member procurement team.

- Directed negotiations, established relations with clients and suppliers, and drove process compliance and cost savings.
- Improved client satisfaction through a multicultural negotiation plan and the modification of 20 Japanese sourcing processes to meet global standards.

Procurement Strategic Sourcing Specialist

IBM ■ RTP, NC ■ June 2006 to January 2007

Worked with the Sales team to promote IBM's procurement outsourcing offerings and capabilities to external clients. Also, led IBM internal procurement initiatives supporting client requests. Managed strategic relationships with premier global consulting firms with spending exceeding \$100M.

Leadership Development Program

IBM ■ NY, CT, NC, PA ■ September 2004 to June 2006

One of eight individuals selected by corporate Executives to participate in a highly competitive leadership rotational program focused on global offshoring strategies, organizational design, business process innovation, leading in matrixed organizations, and end-to-end business transformation. Rotations included: Global Customer Fulfillment Project Manager (Somers, NY), Operations Project Manager (RTP, NC), Business Transformation Consultant (Pittsburgh, PA), and Sourcing Strategist for Services Procurement (RTP, NC).

Project Management

Intuit ■ San Diego, CA ■ June 2003 to August 2004

Led a project focused on analyzing, piloting, and implementing an e-Commerce Sourcing tool. Provided Executive presentations illustrating available options and recommended the chosen solution that is still in use today. Led contract negotiations and managed training to the Procurement team.

Financial Sales

Merrill Lynch /Bank of America ■ San Diego, CA ■ January 1998 to May 2003

Successfully conducted sales and managed client portfolios in the highly competitive financial market. Worked with a team of wealth managers and provided insight focused on areas including financial planning, and futures and options trading. Generated sales, increased the client base and profitability. Served as a Certified Financial Advisor and was licensed by the New York Stock Exchange.

EDUCATION

College of Executive Coaching, 2018

Certified Professional Coach

Master of Business Administration (MBA), 2004

University of San Diego (USD), San Diego CA

Bachelor of Science in Economics, 1999

San Diego State University (SDSU), San Diego, CA

PROFESSIONAL TRAINING

IBM Leadership Development Programs

- Leadership Talent Accelerator Program, 2012 to 2013
- Knowledge Ambassador Program, 2011 to 2013
- Leadership Excellence Program, 2006 to 2007
- Supply Chain Leadership Program, 2004 to 2006

AWARDS AND RECOGNITION

- Baton Rouge Business Report, Influential Women in Business, 2019
- LSU Esprit de Femme Award, 2016
- President Obama's President's Bronze Volunteer Service Award, 2014
- Baton Rouge Business Report Forty under 40, 2014
- IBM Top Talent, 2004 to 2015
- Eminence and Excellence Award, IBM, 2014
- Leadership and Service Award, University of San Diego, 2004
- Top MBA student in Supply Chain Management Award, University of San Diego, 2003 and 2004
- Supply Chain Management Association Presidential Award, University of San Diego, 2003