



AHMED MUBARK BASHEER
أحمد مبارك بشير



Ahmed Mubarak Basher

Institutional, Governance
and Business Development Consultant

Together, We Engineer Change



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INSTITUTIONAL EMAILS



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MEMBERSHIPS

- PMI Membership No: 4545454
- CGC PCT Membership No: 08136



EDUCATION

- **Ph.D. in Business Administration**
John Hever Academy - 2011.
- **Master's Degree in Human Development**
John Hever Academy - 2011.
- **Diploma in Computer Science - 1996.**
- **High School Certificate**
Sana'a Al-Ahliya School - 1993



IDENTITY AND STRATEGIC FRAMEWORK

• Vision

The trusted reference consulting partner in empowering institutions and their leadership to drive a solid institutional transformation, building prudent, sustainable, and impactful operational ecosystems.

• Strategic Slogan

Partnership in Transformation, Solidity in Governance, and Sustainability in Impact.

• Mission

To support private institutions, developmental entities, public bodies, and business leaders in decoding challenges, diagnosing current states, re-engineering processes, and developing governance.

By translating strategic thinking and institutional analysis into practical, actionable, and measurable solutions, I operate through specialized consulting, capacity building, and corporate mentoring, meticulously aligning global best practices with the specifics of the local context to ensure the sustainability of performance and results.

• Methodology Pillars

- Diagnosing the current state and comprehending the context.
- Business and process engineering.
- Consolidating good governance.
- Linking strategy to performance.
- Empowerment and knowledge transfer.
- Agility and sustainability.

• Professional Values

- Integrity and objectivity.
- Impact and results.
- Partnership and integration.
- Contextual relevance.
- Continuous learning and innovation.



• Strategic Axes and Directions

- Actively contributing to guiding and rationalizing major strategic decisions by providing advisory opinions to senior leadership, boards of directors, and developmental/public authorities, ensuring the alignment of directions with sustainable economic and societal interests.
- Contributing to the design and leadership of regional strategic initiatives and developing sectoral value chains to enhance the competitiveness of the business environment and drive economic development in complex environments.
- Building partnerships and integrated business models that combine the efficiency and governance of the private sector with the profound impact of developmental institutions and the public sector, aiming to achieve a more agile and impactful response to economic and social challenges.
- Contributing to the production and transfer of institutional knowledge by developing qualitative consulting tools and methodologies that consider the specificities of local and developing contexts, combining the rigor of global standards with practical field applicability.
- Building a generation of executive leaders and national cadres capable of driving transformation, managing risks, and independently developing ecosystems, ensuring the survival and long-term growth of institutional development impact.



PROFESSIONAL SUMMARY

An institutional and strategic consultant, an expert in governance and business development, and an Integrated Management Systems (IMS) consultant with over three decades of professional experience spanning management, consulting, training, private sector development, institutional building, economic research, and drafting manuals, policies, and quality systems.

• Private Sector

Worked in the private sector since 1993, advancing through various roles up to Executive Director and Board Member.

• Training & Business Development

Active as a professional trainer and business developer since 1998.

• Automated Systems Support

Provided support for Automated Information Systems (AIS) and Enterprise Resource Planning (ERP) systems since 1998.

• Consulting: Transitioned into business consulting in 2004.

• Coaching & Entrepreneurship

Started offering coaching services and promoting entrepreneurship in 2006.

• Curriculum Development

Engaged in developing and designing training methodologies and packages since 2006.

• Developmental & Humanitarian Consulting

Provided consulting for Non-Governmental Organizations (NGOs) and supervised projects since 2011.

• Specialized Consulting

Since 2012, offered specialized consulting services encompassing business analysis, study development, management consulting, quality systems, governance, and institutional and strategic building.

• Writing & Blogging: Began writing and blogging as a hobby in 1989.

An institutional and strategic consultant, an expert in governance and business development, and an Integrated Management Systems (IMS) consultant with over three decades of professional experience spanning management, consulting, training, private sector development, institutional building, economic research, and drafting manuals, policies, and quality systems.



AREAS OF EXPERTISE

- **Institutional & Strategic Building**
Corporate strategies, operating models, organizational structures, manuals and policies, managing establishment/transition phases, and business process re-engineering.
- **Governance & Boards of Directors**
Corporate governance, family business governance, family charters, holding group governance, board committees, risk management, auditing, and compliance.
- **Private Sector & Business Development**
Business model development, project evaluation, matching grants, feasibility studies, value chains, market access, and SME development.
- **Economic Consulting & Policies**
Economic environment analysis, investment climate improvement, Public-Private Partnerships (PPP), economic development, and policy paper drafting.
- **Facilitation & Institutional Dialogue**
Facilitating workshops and consultations, managing stakeholder dialogue, consensus building, policy dialogue, presentations, and negotiation.
- **Quality, Risk, & Continuity**
Integrated management systems, quality, risk management, auditing, business continuity, and performance improvement.
- **Training & Capacity Building**
Training needs analysis, curriculum and training package design, training of trainers (ToT), mentoring, management consulting, and leadership development.



WORK EXPERIENCE

STRATEGIC PROJECTS

- **Al-Amjad Bank (2026 – Present)**
Chairman of the Risk Committee; chairing the Risk Committee and contributing to the support of risk management frameworks and institutional oversight within the bank's operations.
- **Hadhramaut Economic Initiative (2026)**
Facilitator and contributor in presenting a comprehensive strategic economic vision for the governorate and supporting the PPP pathway.
- **Arkan Do'an and Rehab Do'an (startups in contracting, trade, and investment 2026)**
Development Partner.
- **Hadhramaut Bank (2025 – Present):**
Member of Board Committees (Risk Committee, Governance & Compliance Committee, and Audit Committee), enhancing banking governance and oversight.
- **A2Z SOLUTIONS & SERVICES (2025 – Present):**
Team Leader for Institutional & Strategic Development, Digital Systems, and Digital Governance.

- **ASAR for Investment, Industry, and Trade (ASAR Holding) (2024 - 2026)**
Strategic & Governance Advisor; completed the institutional and governance structuring for a family holding group, including the preparation of the family governance and management charter, group strategy and management manual, and the foundational phase management manual.
- **ASAR for Investment, Industry, and Trade (ASAR Holding) (2026 - Present)**
Group Consultant (Corporate, Governance, and Business Development Consultant).
- **Public-Private Partnership (2025 - 2026)**
Facilitated workshops in Aden to discuss the activation of the partnership policy and contributed to the preparation for the Aden Economic Conference, submitting recommendations to the government.
- **The Charitable Foundation of Hayel Saeed Anam Group - HSACF (2021 – Present)**
Institutional and Strategic Consultant; prepared the strategic vision manual, foundational phase management manual, governance manual, and provided support for the institutional transformation team and the Managing Director.
- **Small and Micro Enterprise Promotion Service - SMEPS (2019 - Present)**
Contract System Private Sector and Business Development Consultant, Member/Chairman of the Projects Committee evaluating matching grants, and Lead Trainer for qualifying consultants.
- **Yemeni Private Sector Cluster - YPSC (2019 - 2023)**
Facilitator and Consultant for the establishment and development of the PPP pathway (activities suspended in 2023 due to political pressures).
- **Etmam Consulting (2024)**
Corporate Consultant; prepared and developed project management manuals, templates, and evaluation management for several public sector units.
- **Yemen Telecom / Yemen Mobile (2024)**
Strategic Human Resources Consultant; contributed to the strategic building of human resources and the development of related institutional frameworks.

PREVIOUS CONSULTING & EXECUTIVE EXPERIENCE

- **Independent Consulting Practice (2004 - Present)**
Founder and Owner of "Tiba Arabia Consulting" and Digital Innovator. Providing institutional consulting, quality systems, risk management, business continuity, and model development.
- **CTG / UNDP (2021 - 2025)**
Training and Business Development Consultant & Corporate Consultant; preparing and developing operational manuals for markets and commercial centers supported by the SIERY project.
- **Consulting for Multiple Family Groups & Business Enterprises (2012 - 2024)**
Integrated Management Systems Consultant, Investment Studies Consultant, and Strategic & Business Development Consultant (including: Mawasim for Travel, Bin Samer Group, CAC Bank, Al-Jeel Al-Jadeed Group).
- **Hadhramaut University and Local Authority (2017 - 2019)**
Strategic Building Team Leader for developing the "Hadhramaut 2040 Vision".
- **Al-Awn Foundation for Development - Al-Ahgaff (2018)**
Studies Trainer and Survey Specialist with Al-Awn Development, Head of the Studies and Survey Group with Al-Ahgaff Foundation.
- **Ministry of Social Affairs (2017)**
Leader of the community institutions study in Hadhramaut in cooperation with the Ministry's office.
- **German Agency for International Cooperation - GIZ (2017)**
Training of Trainers (ToT) and consultants in Business Continuity Management in collaboration with SMEPS, and Facilitator/Trainer for the Inclusive Business Model (IBM).
- **Sustainable Development Foundation - SDF (2017)**
Evaluator of the 3x6 program plans in collaboration with MDF.

- **United Nations Development Programme - UNDP (2015)**
Facilitator and Supervisor for community-based and inclusive business programs.
- **Talal Abu-Ghazaleh Global (TAG) - Yemen Office (2014 - 2022)**
External Consultant and Trainer in consulting and development.
- **Small and Micro Enterprise Promotion Service - SMEPS (2014)**
Supply chain study and development for the livestock market (sheep and goats) in Abyan and Aden, and participated in designing dairy product value chains.
- **Intersos (2013)**
Institutional Capacity Building Consultant (Aden - Abyan).
- **Youth Leadership Development Foundation - YLDF (2013)**
Consultant and Evaluator for the 3x6 project supported by UNDP.
- **University of Science and Technology - Aden (2014)**
Professor of Project Management, Information Technology and Information Systems Departments.
- **Sirah Group (Bathawab Investment) (2010 - 2015)**
Administrative and Business Development Consultant (assisting senior management, investment guidance, business model development).
- **Al-Raqami for Computers (2008 - 2015)**
Branch Manager.
- **Mothabroon for Consulting & Training (2006 - 2012)**
Co-founder, Senior Trainer, Administrative & Financial Consultant, Systems Developer, and Curriculum Designer.
- **Althabrah for Technology and Trade (2004 - 2011)**
Co-founder and Executive Director.
- **Balfakih for Computers (1998 - 2004)**
Sales Manager, Maintenance Manager, Network/Maintenance/Financial Systems Trainer, Deputy General Manager.
- **Azal Schools & Ibn Sina School (1993 - 1998)**
Teacher and Supervisor (administrative and functional duties).

PROMINENT COMPANIES & INSTITUTIONS WORKED WITH

- United Insurance Company (Aden).
- Bin Ma'dan Trading (Aden).
- Computer Center at the University of Aden.
- Qurtoba Consulting and Training (Sana'a).
- Seeds for Education (Sana'a).
- YemenSoft (Aden - Sana'a).
- Abu Khaled Trading (Ceramics) (Aden).
- National Dockyards Company (Aden).
- Yemen Gulf of Aden Ports Corporation (Aden).
- Al-Hikma University Student Union (Taiz).
- Batouk Trading (Aden).
- Al-Ayyam Newspaper (Aden).
- Bin Gariba and Al-Makhzoumi Contracting (Aden - Socotra).
- Bin Malik for Contracting and Investment (Mukalla).
- Esnad Consulting (Sana'a).
- Al-Sanani Investment and Trading Group (Aden).
- Logic for Systems and Technology (Saudi Arabia).
- Developmental & International Organizations: GIZ, SDF, EFE, CARE, INTERSOS, UNDP.



PROFESSIONAL CERTIFICATES & PROGRAMS

HOLDS NUMEROUS SPECIALIZED CERTIFICATES AND PROGRAMS, INCLUDING:

- Professional Certified Trainer and Expert (PCT), and Neuro-Linguistic Programming (NLP).
- Training Needs Analysis (TNA), Curriculum & Training Package Design, and Training of Trainers (ToT).
- Professional Business Consultant, Business Coaching, and Business Analysis.
- Value Chain Analysis & Program Design, and International Arbitration.
- Integrated Management Systems Consultant and Quality Auditor, including: ISO 9001, ISO 21001, ISO 45001, ISO 14001, ISO 27001.
- Risk Management ISO 31000, and Business Continuity Management (BCM).
- Project Management Professional (PMP), and Project Management for Development (PMD PRO).
- Inclusive Business Model (IBM), Supply Chain, Protection & Negotiation, and Leadership.



TRAINING AND QUALIFICATION COURSES

TRAINING & CURRICULUM DESIGN COURSES:

Committed since 2006 to acquiring more than two training programs annually, with a minimum of 4 programs per year for self-learning via platforms like Udemy and others:

- Neuro-Linguistic Programming Diploma (NLP-2006 Diploma) - Cairo, Dr. Ibrahim El-Fiky Foundation (Dec 2006).
- Expert Trainer (PCT-08136-Expert Trainer) - Amman, CGC (2008).
- Business Edge Trainer - Sana'a, International Finance Corporation (IFC) (Nov 2009).
- Training Needs Analysis (TNA) - Sana'a, IFC (Dec 2011).
- Journalistic Media Diploma - Cairo, Asharq Academy for Applied Sciences + CIT (Dec 2011).
- Curriculum Design Professional (CRTP) - Amman, CGC (Feb 2012).
- Consulting Training and Development Specialist (IMAS) - Amman, CGC (Feb 2012).
- Certified Coach and Training Package Designer (ISID - ISIP12049) - Amman, CGC (Oct 2015).
- Virtual Reality Trainer - via Arthur Technologies (Dec 2021).

CONSULTING & MENTORING COURSES:

- Business Advisory Professional Certificate Program for SMEs - American University in Cairo (Oct 2012).
- Training Enhancing Consultation Coaches for SMEs - Amman, CGC (Oct 2012).
- Training Enhancing Consultation Coaches for SMEs - Amman, CGC (Oct 2013).
- Business Coach - Sana'a, Mowgli Foundation + SMEPS (Dec 2013).
- Value Chain Analysis & Program Design - Sana'a, INN.VISION + SMEPS (Jan 2014).
- International Arbitration Program in Trade and Investment - Cairo, Ain Shams University Commercial Arbitration Center (Apr 2014).
- Integrated Management Systems Consultant (IMS) - Cairo, Al-Taqneya for Consulting & Quality Systems & AIPS (Oct 2023).

QUALITY & MANAGEMENT AUDITING COURSES:

- Quality Auditor (ISO) - Cairo, Al-Taqneya for Consulting & Quality Systems & AIPS (Mar 2015).
- Certified Quality Consultant (ISO) - Cairo, Al-Taqneya & AIPS (Mar 2015).
- Risk Management (ISO 31000) - Cairo, Al-Taqneya & AIPS (Jan 2018).
- Educational Organizations Management System (ISO 21001) - Cairo, Al-Taqneya & AIPS (Oct 2018).
- Quality Management System Lead Auditor (QMS Lead Auditor) - Cairo, Al-Taqneya & IRICA (Jun 2020).
- Lead Auditor & Consultant (ISO 45001) - Cairo, Al-Taqneya & AIPS (Aug 2023).
- Lead Auditor & Consultant (ISO 14001) - Cairo, Al-Taqneya & IRICA (Oct 2023).
- Lead Auditor & Consultant (ISO 27001) - Cairo, Al-Taqneya & Sinfinty (May 2024).

BUSINESS & PROJECT MANAGEMENT COURSES:

- Project Management Professional (PMP) - Cairo, Becam Academy (Jan 2016).
- Business Continuity Management (BCM) - Cairo, Al-Taqneya & AIPS (Aug 2016).
- Inclusive Business Model (IBM) - Executive experience with GIZ project (2016).
- Project Management for Development (Project DPro PM4NGOs) - (Oct 2017).
- Supply Chain - E3mel Business Academy (Nov 2019).
- Project Management Professional (PMP v6) - Udemy (Oct 2019).
- SPHRi Awareness - Cairo, Leaders Consulting Center (Oct 2020).
- Exercising Leadership: Foundational Principles - HarvardX (Oct 2020).
- Protection & Negotiation Program (and others) - Disaster Ready (Aug 2021).
- PMP 2021 Updates, Business Analysis Course (PMI_PBA), and Program Management PgMP 4th Edition - Udemy (Oct - Nov 2021).

OTHER TRAINING COURSES:

- Vocal Skills and Scriptwriting Exercises - Sana'a, Arab Forum for Arts (Mar 2016).
- Humanitarian & Developmental Work: KAYA, Sphere, CTG-UNDSS, Disaster Ready platforms.
- Completed over 59 training courses in humanitarian work from specialized platforms, alongside various technical and administrative courses via Udemy, Edx, Edraak, E3mel Business Academy, and Edara.



PROMINENT PROFESSIONAL AND COMMUNITY ACTIVITIES

- Speaker at TEDx Aden (2013): Spoke on the "Hidden Economy".
- Startup Weekend Aden Jury (2014): Member and speaker on the judging panel.
- Developing the Strategic Vision for Yemen 2013-2030: Participated as a team member with the Ministry of Commerce in Sana'a and the Yemen Response Program.
- Civil Initiatives for Crisis Resolution (2011 - 2014): Contributed civil initiatives and served as a member of the Center for Rehabilitation and Legal Assistance for Human Rights.
- Elections (2006): Independent candidate for the Local Council in the Sirah district, Aden.
- Television (2001): Presenter of the "DOT Program" on the terrestrial Aden TV channel.
- Khormaksar Ahli Forum (2012): Director of the Human Development Department and consultant for the forum.
- Brave Women Project (2019 - 2024): Developed business continuity curricula and conducted Training of Trainers (ToT) under the Brave Women project affiliated with SMEPS.



STUDIES, KNOWLEDGE PUBLICATIONS, AND LITERARY OUTPUT

ARTICLES AND PAPERS PUBLISHED IN THE ECONOMIC LEAGUE MAGAZINE

- Independence Anniversary: From the Dream of Liberation to the Necessity of Building a Developmental State - The Search for the State's Economic Model! (Issue 46, Nov 2025).
- From Resource Centralization to Economic Autonomy for Governorates: A Preliminary Framework for a Pragmatic Developmental State Vision in Yemen (Issue 47, Dec 2025).
- From Relief Economy to Community Investment: Re-engineering the Social and Non-Profit Economy in Yemen (Issue 55, Aug 2026, pp. 36-74).

SELF-PUBLISHED KNOWLEDGE RELEASES AND POLICY PAPERS:

- Re-engineering the Investment Climate in Yemen: A Foresight Study (2nd Edition, 2026).
- From the Jurisprudence of Compliance to the Economy of Impact: Towards an Institutional Understanding of Islamic Economics (Exploratory Paper, 2026).
- Agriculture in Yemen: Feasible Opportunities! (Policy Paper, 2nd Edition, 2026).
- Economic Entities and Financial Closure (Brief Knowledge Guide, 2026).
- The Comprehensive Learning Ecosystem: A Reformative Vision (5th Edition, 2026).
- A Vision for the Modern Arab State System (Published Intellectual Release).
- Proposed Constitution for the Modern Arab State (Published Intellectual Release).
- The Hidden Economy.



LITERARY OUTPUT

HAS PUBLISHED LITERARY WORKS SINCE 2004, INCLUDING:

- A short story collection titled "The Writer".
- A novel titled "The Coffin".
- A prose collection titled "Labyrinth".



PROFESSIONAL MEMBERSHIPS

- Board Committees Member, Hadhramaut Bank (2025 – Present).
- Chairman of the Risk Committee, Al-Amjad Bank (2026 – Present).
- Board of Trustees Member, HDP Yemen (Since 2021).
- Individual Member, Sphere Association for Humanitarian Standards (Since 2021).
- Board Member of "Rowad" Foundation and other developmental organizations (Since 2019).
- Expert Consultant, Union of Arab Quality Consultants (Since 2019).
- Founding Member, Union of Arab Trainers in Jordan (Training & Development Consultant) (Since 2012).
- Member of the "Taiba Town" Project, Al-Saleh Social Foundation for Development (2010).
- Professional Certified Trainer & Expert (PCT), Canadian Global Center (CGC) (Since 2008).
- Member of the Islamic Literature Association in Jeddah (2007).



LANGUAGES

- **Arabic**
Native Language.
- **English**
Acceptable intermediate level (Professional use in consulting and training).



REFERENCES FOR CONTACT

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