

# Isam Henaidy

Engineering For Kids Managing Partner

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## Experience

### **Managing Partner at Engineering For Kids**

March 2014 - Present (1 year 10 months)

Engineering For Kids® is an American franchise that was founded by Dori Roberts in Virginia in 2009. Since that time, the name Engineering For Kids® has been synonymous with phrases such as “inspiring”, “an awesome experience”, and “an amazing opportunity for kids to explore the different engineering disciplines”. Engineering For Kids® distinguishes itself by offering quality educational programs that shows kids how to apply their knowledge of math and science while using their creativity and problem solving skills. Engineering For Kids® is well known for its programs that show kids that engineering can be fun, exciting, and rewarding. All experiments have been carefully designed to ensure that the methods of teaching engineering concepts are simple and effective. Engineering For Kids® provides the kids with: - A pleasant place to learn engineering skills - A fun, attractive, thought-provoking atmosphere - Deliver valuable educational programs to our students, while offering the highest quality, professionally presented service. - Exhibit a children-first mentality. Engineering For Kids® has a wide range of offerings that include: • After School Programs • Evening Classes • Weekend Classes • Preschool/Junior Classes • In School Field Trips • Special Events and Corporate Events • Birthday Parties • Camps These activities cover a number of engineering fields “Aerospace, Electrical, Chemical, Mechanical, Marine, Civil, Industrial, and Environmental engineering” as well as Electronic Game Design, and LEGO® "Inspiring the next generation of engineers"

### **HR Manager at Saudi Goody Products Marketing Company**

April 2012 - March 2014 (2 years)

### **Organizational Excellence, Training, and Talent Supply Manager at Procter & Gamble**

December 2009 - April 2012 (2 years 5 months)

Organization Excellence, Talent Supply, and Training Department Manager– HR Group (Dec 2010 – Present) •Performed extensive organization improvement projects including: oOPM (Organization Performance Model) which resulted in reducing the attrition rate in the organization by 15% in a single year oOHA (Organization Health Assessment) which helped increase the company’s corporate survey by 12 index points. oCompletely redesigned the Reward and Recognition system in the organization into a very dynamic, engaging system oCreated a detailed “Career Growth” system for the employees, this included a detailed promotion criteria, department ideal structure, and rotational systems which resulted in major satisfaction amongst the employees oCreated a robust tracking system for all employees’ work & development plans, this resulted in major improvements in the employee’s Work &Development Plans quality as well as adherence to the quarterly reviews for these plans. •Trained 80% of the organization

on “High Performance Organization” methodology, this helped in improving Work/Life balance and Relationship with manager results in the company’s corporate survey. •Led the company’s participation in the “2011 Best Saudi Work Environment” •Led several regional and local “Work Process Improvement” workshops, which resulted in eliminating major losses in work processes as well as temporary workers reductions. •Started and led the “Good Job Team”, which is responsible for organizing all social activities in the organization. So far, we have organized more than 20 events including all plant celebration and sport activities.

**Raw material development and supply manager at Procter & Gamble**

December 2007 - December 2009 (2 years 1 month)

**Production Line Manager at Procter & Gamble**

September 2005 - December 2007 (2 years 4 months)

Successfully executed a major production line initiative, completing project ahead of schedule resulting in achieving a Vertical Startup of the Project and launching new products on time. Improved the overall production line results including process reliability by 8% and product quality Assumed project responsibilities and different team tasks, including leader for the autonomous maintenance

**Industrial and Manufacturing System Engineer at Saudi Aramco**

February 2002 - September 2005 (3 years 8 months)

Organization Consulting Group Worked in performance improvement programs for several departments in Saudi Aramco, this resulted in structural redesigns and major organizational improvements.

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Languages

**Arabic** (Native or bilingual proficiency)

**English** (Native or bilingual proficiency)

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Skills & Expertise

**Process Improvement**

**Organizational Development**

**Supply Chain Management**

**SAP**

**Continuous Improvement**

**Lean Manufacturing**

**Manufacturing**

**Kaizen**

**Six Sigma**

**Change Management**

**FMCG**

**HR Policies**

**Logistics**

**Negotiation**  
**Operations Management**  
**Performance Management**  
**Project Planning**  
**Sourcing**  
**Start-ups**  
**Team Management**  
**Business Planning**  
**Human Resources**  
**Leadership**  
**Management**  
**Operational Excellence**  
**Project Management**  
**Team Building**  
**Team Leadership**  
**Training**  
**Forecasting**  
**Cross-functional Team Leadership**  
**Employee Relations**  
**Strategy**  
**Analysis**  
**Succession Planning**  
**Supply Chain**  
**Talent Management**  
**Business Strategy**  
**Job Descriptions**  
**Time Management**  
**Job Evaluation**

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## Education

**King Abdulaziz University**

MBA, Industrial Engineering, 2005 - 2007

**University of Missouri-Columbia**

Bachelor of engineering, Industrial and manufacturing system, 1999 - 2001

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## Interests

SCUBA Diving

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[Contact Isam on LinkedIn](#)