

## CURRICULUM VITAE

**DR MO KADER**

MANAGEMENT CONSULTANT, BOARD MEMBER, BUSINESS AND MANAGEMENT EXPERT

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[Summary]

A highly skilled management consultant and university professor of management with experience in business, commerce, management, organizational behavior, international education, education management, education quality and systems, learning and teaching, human resources, corporate learning and development and change management. Expertise in international education including RTO and higher education provider registrations and university consulting. Skills in the design and execution of policies, procedures and learning materials for enterprise and for educational institutions. Expert in business start-up, entrepreneurial businesses, new ventures, market development, exports, international business ventures, investor review of business and commercial transactions. An educator, business manager and researcher with 19 years expertise in and for some of Australia's foremost institutions. A wide array of clients both within Australasia as well as the Asia Pacific, the Middle East and the Southern Hemisphere. Current industry practitioner, company director and board member with relevant expertise in business, commerce, management and enterprise. A hands-on business professional skilled at influencing a diverse international stakeholder base. Member of 8 professional bodies in Australia, the UK and the US and Director of three Australian companies and two associations.

Capacity to undertake challenging assignments.

Full knowledge of the higher education sector, TEQSA, ASQA, training packages, CRICOS compliance, ESOS Act, government requirements and university audit compliance. Writer of course materials, training packages and learner materials from Bachelor to Postgraduate levels in some of Australia's most prominent universities and colleges.

Previously, General Manager of a 55-employee regional company from 2006-2010 and National Manager for a 36-employee business unit from 2002-2006 with State Manager responsibilities for a 30-employee company from 1998 to 2002. Senior lecturer since 2005.

A career augmented with relevant, honours-class university degrees. Holds a PhD, Master of Business Administration (MBA), and several other university degrees.

A dynamic team-oriented communicator with a lively membership and professional association record. Industry acknowledgement at Fellow and Associate Fellow levels. Demonstrated skills in all facets of education, business, commerce and training management.

**BUSINESS CAREER SUMMARY AND BOARD MEMBERSHIPS****CONSULTICA WORLDWIDE PTY LTD***Feb 2007 – To Date***MANAGING DIRECTOR, MANAGEMENT CONSULTING**

This is a hands on commercial role with full P&L responsibility for a consulting firm specialising in business management and quality consultancy. This is my own boutique firm based in Sydney. The firm provides business support, training, change management, planning, documentation, strategy and HR services to small and medium firms and to educational institutions and government departments.

**AVERSE TECHNOLOGIES PTY LTD***May 2014 – To Date***DIRECTOR**

Averse is a small information technology services provider specialising in cloud technologies.

**LEARNCORP TRAINING PTY LTD***March 2013 – To Date***DIRECTOR**

LearnCorp Training is a small company specialising in corporate training and development with a focus on enhancing corporate success through leadership development and training.

**ROYAL BUSINESS INSTITUTE (HIGHER EDUCATION PROVIDER)***Nov 2014 – To Date***CHAIRMAN, GOVERNING COUNCIL, ACADEMIC BOARD**

In this role I am responsible for the chairing of the Royal Business Institute Governing Council and steering its Academic Board.

**I STUDIUS PTY LTD***Nov 2014 – To Date***BOARD MEMBER**

This is a non-executive director position at a privately held technology company.

**ELITE EDUCATION INSTITUTE SYDNEY (HIGHER EDUCATION PROVIDER)***Jan 2014 – To Date***CHAIRMAN, GOVERNING COUNCIL, ACADEMIC BOARD**

In this role I am responsible for the chairing of the Elite Education Institute Governing Council and steering its Academic Board.

**HEAD, ASIA PACIFIC, VIX TECHNOLOGY PTY LTD***May 2004 – Feb 2007***HEAD, ASIA PACIFIC**

With full P&L responsibility, hiring and management of 36 employees and a portfolio of technology platforms for EFTPOS payment and data management, this role entailed the management of the business throughout Asia. The annual turnover of this project-based business was \$4.5 million a year with average growth of 8% per annum.

**NATIONAL BUSINESS MANAGER, ERG CARD SYSTEMS PTY LTD***Mar 2000 – May 2004***NATIONAL BUSINESS MANAGER**

ERG Card Systems Pty Ltd specialised in identification card issuance and data management services. I was responsible for the business unit in Australia and New Zealand with a head count of 30 employees. The annual turnover of this business was \$3.6 million a year with average growth of 12% per annum.

**COUNTRY MANAGER, DYNAMIC CONCEPTS CONSULTING (DCC)***Feb 1998 – Mar 2000***COUNTRY MANAGER**

DCC was a 38-employee boutique management consulting practice specialising in State Government and Local Government technology and data management projects with an average size of \$1 million a project. The annual turnover of this business was \$4.0 million a year and I held full P&L, business development and corporate management responsibilities and reported directly to the Board of Directors.

## TERTIARY TEACHING CAREER SUMMARY

### **SENIOR LECTURER, LA TROBE UNIVERSITY**

*May 2001 – To Date*

#### **SENIOR LECTURER**

This role included teaching and assessment to mostly an international student audience in the following subjects:

*Ethics and Sustainability, Corporate Social Responsibility, Retail Operations, Strategic Management, Government Business Relations, Financial Management, Law, Forecasting, Service Operations, Human Resources Management, Small Business Management, Business Ethics, Economics and Commerce.*

Students in this programme were predominantly from Australia, China, Vietnam, Thailand, Brazil, Russia, India, Korea and the Philippines as well as some students from the Middle East.

### **SENIOR LECTURER, SP JAIN SCHOOL OF GLOBAL MANAGEMENT**

*Nov 2013 – December 2014*

#### **SENIOR LECTURER**

School of Global Business Management

I am a Senior Lecturer at SP Jain's Sydney campus lecturing in:

*Retail Management*

### **SENIOR LECTURER, WILLIAM BLUE COLLEGE**

*Jun 2010 – Dec 2014*

#### **SENIOR LECTURER**

William Blue College of Hospitality Management, Bachelor of Business

I have lectured and taught at both the Bachelor of Business (BA) level and at the Diploma and Advanced Diploma levels at Think Education for several hundred, mainly international, students. This has included study material writing, assessment preparation, lecturing and marking for an array of subjects including:

*Corporate Governance, Business Economics, Ethics and Sustainability, Technology Management, Management Information Systems, Commerce, Accounting, Service Delivery, Hotel and Resort Management, Entrepreneurial Studies, Economics, Governance, Business Administration*

**SENIOR LECTURER, APM COLLEGE***May 2008 – Mar 2014***SENIOR LECTURER**

APM College, Bachelor of Business

Subjects taught including:

*Business Ethics, Corporate Social Responsibility, Merchandising, Corporate Social Responsibility, Human Resources Management, Strategic Management*

**SENIOR LECTURER, INTERNATIONAL COLLEGE OF MANAGEMENT  
SYDNEY (ICMS)***Jan 2005 – Jun 2013***SENIOR LECTURER**

At ICMS my role was Senior Lecturer in the Bachelor of Business (BA) program delivered through Macquarie University. The work included study material development, assessment preparation, lecturing and marking assessments for the following subjects

*Retail Management, Operations Management, Distribution Decisions, Business Forecasting and Management.*

Over 65% of the student base at ICMS is international from Asia, South America and North and Western Europe.

The programme at ICMS was delivered in coordination with Macquarie University up to early 2013.

**LECTURER, UNIVERSITY OF NEWCASTLE***Jan 1998 – May 2001***LECTURER**

In my capacity as lecturer I have taught, trained and assessed over 2000 students from domestic and international backgrounds. The qualifications taught covered:

*Management, Business Management, Product Management, Advertising,*

The institute at which I taught was the **Business Enterprise Centre**, an independent unit with internal and external clients to the university.

Students were around 55% international and 45% domestic.

<b>ASSOCIATE LECTURER, KASSEL UNIVERSITY</b>	<i>Sep 1995 – Jan 1998</i>
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**ASSOCIATE LECTURER**

In this role I was responsible for preparing materials, delivery and assessment for:

*Biotechnology, Commercialisation of Research*

Kassel University is based in Kassel, Germany.

**BOARD MEMBERSHIPS AND DIRECTORSHIPS**

- *Chairman*› Royal Business Institute, Current
- *Chairman*› Elite Education Institute, Current
- *Board Member*› iStudius Pty Ltd, Current
- *NSW Council Member*› WEA Sydney, Current
- *Director*› LearnCorp Training Pty Ltd, Current
- *Director*› Averse Technologies Pty Ltd, Current
- *Chairman*› *Governing Board*, International College of Aviation, Sydney, Current
- *NSW Council Member*› Australian Marketing Institute, Completed in 2013
- *Board Member*› Australian Society for Training and Development, Completed in 2013

**EDUCATIONAL QUALIFICATIONS**

- *PhD (Commercialisation)* › University of Kassel, Germany, September 1998
- *Master*› Business Administration, Charles Sturt University, 2005, New South Wales
- *Graduate Diploma*› Business Administration, Charles Sturt University, 2004, New South Wales
- *Graduate Certificate*› Business Administration, Charles Sturt University, 2003, New South Wales
- *Master of Science*› Bio-sciences, Jordan University, Jordan, 1994
- *Bachelor of Science*› Extension and Education, Baghdad University, Iraq, 1991
- *Diploma*› Company Directorship and Management, Australian Institute of Company Directors, NSW, February 2002
- *Certificate 4 in Training and Assessment (TAA)*› Central Coast Community College, December 2006
- *Certificate 4 in Assessment and Workplace Training*› ITC North, January 2003
- *Certificate 4 in Workplace Safety*› Sydney Institute of Technology-TAFE NSW, January 2004
- *Diploma in Training and Assessment (TAA)*› University of New England, May 2008
- *Certificate 4 in Training and Assessment (TAE)* › Insources Training, April 2011 (
- *Economics (BRIC Economies, online)* › Oxford University, UK, May 2010
- *Advanced Diploma in Project Management* › QTC, April 2011

## **EDITORIAL BOARD MEMBERSHIPS**

The International Journal of Research, Innovation and Commercialisation

The Asian Journal of Management Science and Applications

International Journal of Business Governance and Ethics (IJBGE)

Asian Academy of Management Journal

## **PROFESSIONAL MEMBERSHIPS AND CERTIFICATIONS (CURRENT)**

- Australian Institute of Management, Associate Fellow (AFAIM)
- Australian Institute of Company Directors, Graduate Member (GAICD)
- Chartered Management Institute of the United Kingdom, Member (MCMI)
- Australian Marketing Institute, Fellow (FAMI)
- Australian Human Resources Institute, Certified Professional Member (CAHRI)
- Financial Services Institute of Australia, Senior Associate (SA Fin)
- Australian Institute of Training and Development (AITD), Member (MAITD)
- St James Ethics Centre Sydney, Member

## **PROFESSIONAL LICENSES (CURRENT)**

- Certified Practising Marketer (CPM), Australia
- Certified Human Resources Professional (CAHRI), Australia

## **SELECT PUBLICATIONS**

1. Kader, M. (2001) Possible role of smart cards in genebank management applications. *Phytogen*, 3, 24-26.
2. Kader, M. (2001) Knowledge and its management in agricultural and seed conservation activities. *Agricultural Science*, Vol 14, No. 2, 25-27.
3. Kader, M. (2001) Using smart cards in gene and seed bank knowledge management systems. *Agricultural Science*, Vol 14, No. 3, 29-31
4. Kader, M. (2001) Heat shock events, inhibition of seed germination and the role of growth regulators in stress alleviation. *Journal of the Royal Society of New South Wales*, Vol 134, 79-88.
5. Kader, M. (2001) Departmental adaptation and transformation in the context of sales and marketing management. *Todays Manager* 11-18.
6. Kader, M. (2001) Change management in merger-focused companies. *Organisations and People* Vol 8, 26-32.
7. Kader, M. (2002) CEO-induced organizational change and subsequent improvement in company performance. *Organisations and People*, Vol. 9, 17-21.

8. Kader, M. (2003) Strategic performance and mobilising assets in mid-size companies. *Today's Manager, Singapore Institute of Management*, 19-21.
9. Kader, M. (2003) Conflict resolution in enterprising commercial environments. *Today's Manager, Singapore Institute of Management*, 18-21.
10. Kader, M. (2003) Deployment of knowledge as a core asset in companies. *Today's Manager, Singapore Institute of Management*, June-July, 37-39.
11. Kader, M. (2003). Organisational culture as a learning and development precursor. *Today's Manager, Singapore Institute of Management*, August-September, 16-18.
12. Kader, M. (2003). Agenda: Organisational Performance Measures- Viewpoint. *Agenda, Australian Institute of Management*, p.2, March 2003.
13. Kader (M) (2005 to 2014) thirty publications ranging from 10 to 200 pages in various areas of business, management, logistics, supply chain, retail management, financial management, project management and several other commercial and managerial contexts. These publications are used in various educational institutions as teaching and assessment materials.
14. Currently completing a book on "The Management of Strategy", due for publication in August 2015

## **REFERENCES**

Furnished on request