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Wafa Disi

Wafa is an experienced HR executive with 18 years of experience in HR management and people and organizational development. She is passionate about learning and development in general and leadership development in particular. Takes special interest in organizational psychology and the basic drivers of human behaviour. Supported by a transformational educational experience through an INSEAD executive Master's program in "Consulting and Coaching for Change", Wafa is trained to adapt an evidence based psycho-dynamic/systemic approach to understand and drive change, and is capable of integrating business experiences with a range of psychoanalytical disciplines allowing the exploration of the individual and the organizational dynamics of learning and change.

Being born and raised in the UAE and having the chance to work with different international organizational setups gave her a special understanding and appreciation of multi-national and multi-cultural environment on both social and professional levels. Wafa's extensive experience in the field of corporate HR allowed her the chance to successfully lead and implement different organizational development and change projects in cross cultural context inside and outside the UAE.

"Wafa is described by both her personal and professional networks as a trusted and honest person. She is appreciated for her listening skills, critical thinking and ability to creatively solve problems while guiding and helping others throughout the change journey."

Examples of Recent Assignments

Wafa in the capacity of lead consultant supported Globality S.A, a global health insurance company based in Luxembourg, launching and implementing a performance management system. Her strategy was to prepare the organization to understand and adapt a performance driven dynamics based on constructive and mutual open feedback culture, in which each individual appreciates and takes responsibility over own contribution to achieve organization's goals and objectives. In addition to implementing relevant processes and tools, Wafa's approach was focused on people development through individual and group coaching.

Another recent assignment and in her role as Head of Corporate HR and Leadership Development for the National Health Insurance Company - Daman, Wafa facilitated and co-designed a comprehensive nine-month leadership development programme that supports the development of leadership talents as well as newly appointed leaders through variety of activities including content based trainings, simulations and interactive workshops, development centres, psychometric and personality assessments using the Hogan Lead series followed by individual and group coaching sessions which is supported by Mentis coaches and assessors.



Business Experience

Wafa has extensive Training and HR experience of around 18 years. She started as a Trainer and Training Consultant working with professionals from all hierarchical levels of both government and private sectors in the UAE including GHQ, Police Department as well as Oil and Gas.

She later moved to more specialized roles as HR Specialist, Head of HR and Head of Corporate and Leadership Development in which she led the design and implementation of several key HR related concepts and projects such as: Career Development Concept and Strategy, Learning and Development Concept and Strategy, Emiratization Strategy and Initiatives in cooperation with ADTC (Abu Dhabi Tawteen Council) and Leadership Model/Leadership Development Programme. Key Roles - Head of HR - Head of Corporate and Leadership Development - National Health Insurance Company – Daman – UAE.

Training, Qualifications and Accreditations

Wafa has a Master's degree in Consulting and Coaching for Change from INSEAD. She is certified with the Hogan Assessments and has significant experience in providing feedback and coaching for career development and personal development planning.

Personal Philosophy

Self-awareness is the key for authenticity, and authenticity is the key for success.

Other Interests

Wafa and throughout the last 18 years of her professional and personal experience gave special focus to developing her own skills and capabilities in career and life coaching. Her passion for helping others and enabling change, fuels her energy and motivation to peruse her own career in the field of Consulting and Coaching for Change.