



ISLAM ABOU EL ENEIN

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TALENT & LEADERSHIP DEVELOPMENT LEADER

Talent Strategy Design > Learning Culture Building > Capabilities Development > Leadership & Growth Development

STRATEGIC and GROWTH-FOCUSED LEADER with a proven record of building impactful Learning & Talent Development functions, driving talent strategies, and enhancing organizational performance across diverse and emerging markets. Expert in designing and facilitating high-impact leadership development programs that drive cultural transformation, build people capabilities, and align with commercial objectives. Trusted business partner and certified performance coach with deep expertise in talent development, sales force effectiveness, and cross-functional leadership. Recognized globally for innovation, coaching excellence, and operational results.

Core Strengths & Value Impact

Talent Development Strategy • Leadership Development • Sales Force Effectiveness • Performance Consulting • Learning Program Design & Facilitation • Coaching & Team Empowerment • Organizational Development • Change & Culture Transformation • Business Excellence & Commercial Operations • Instructional Design • Diversity & Cultural Intelligence • Six Sigma & Process Optimization • HR Partnership • Global Certifications & Best Practices Integration • Capability Building in Emerging Markets • Employee Engagement • Cross-Functional Collaboration

PROFESSIONAL EXPERIENCE

Johnson & Johnson Innovative Medicine, Dubai, UAE Nov 2019 – Present
Learning & Talent Development Lead – MENA | Nov 2022 – Present
Head of Learning & Talent Development – GCC Region | Nov 2019 – Nov 2022

- Established and scaled L&TD strategy across MENA, aligning with business objectives and regional market needs.
- Partnered with senior leadership to embed a learning culture and deliver leadership, sales, and onboarding programs.
- Designed and facilitated leadership development programs to strengthen managerial effectiveness, accelerate talent pipelines, and support long-term succession planning.
- Built capability frameworks and implemented coaching-driven development interventions for high-potential employees.
- Spearheaded cross-functional alignment between L&D, HR, and commercial teams to increase performance outcomes.

Eli Lilly and Company, Saudi Arabia June 2008 – Oct 2019
Head of Leadership Development, SFE & Six Sigma | Apr 2019 – Oct 2019

- Designed and managed comprehensive Sales Force Effectiveness (SFE) strategies to enhance field force capabilities, drive commercial performance, and support long-term business goals.
- Directed affiliate training teams and coached internal L&D managers to implement strategic learning plans aligned with organizational priorities.
- Led the design and facilitation of high-impact leadership development programs, integrating coaching, feedback, and practice-based learning.
- Developed and executed onboarding processes, assessment centers, and talent development strategies in collaboration with HR and business leaders.
- Championed Six Sigma and business excellence projects to streamline processes, increase training impact, and improve overall performance outcomes.

L&D Lead – South Asia, Middle East, Turkey & Africa (SAMETA) | Apr 2017 – Mar 2019

- Led regional strategy and execution of sales force capability programs across SAMETA markets.
- Designed scalable learning frameworks and governance models to support local L&D leaders in delivering consistent training outcomes.
- Standardized onboarding, development, and coaching processes across countries, promoting alignment with global standards.
- Partnered regionally with HR and business leaders to implement leadership development and succession planning programs.
- Championed cross-border best practice sharing through quarterly training forums.



Talent Development & HR Transformation Lead, Saudi Arabia | Jan 2014 – Mar 2017

- Built cross-functional talent development strategies, partnering with HR to align people growth with business needs.
- Created and executed development centers and assessment frameworks to accelerate high-potential talent pipelines.
- Designed leadership programs and facilitated executive training aligned with cultural transformation initiatives.
- Co-led national DE&I efforts, mentoring, and employee engagement programs to strengthen retention and performance.
- Advised on strategic change management initiatives and Six Sigma projects contributing to operational excellence.



Eli Lilly Corporate Center, STA, Indianapolis, USA | Feb 2016 – Oct 2016

Capabilities and Leadership Strategist – International Business Unit (IBU)

- Directed SFE and commercial operational strategies for the International Business Unit.
- Enhanced leadership effectiveness through data-driven insights and global capability-building initiatives.



Regional Sales & Office Manager – Jeddah Region | Dec 2010 – Dec 2013

- Led a regional sales team across private and institutional sectors, consistently exceeding revenue targets.
- Directed recruitment, performance coaching, and territory management strategies to drive market growth.
- Oversaw administrative and compliance operations for regional office, ensuring cohesion and alignment with national goals.



Medical Representative, Jeddah, Saudi Arabia | Jun 2008 – Dec 2010

Medical Representative – J&J, Jeddah, Saudi Arabia | Jan 2007 – May 2008

Medical Representative – Sanofi, Egypt | Aug 2004 – Dec 2006

- Delivered product education and customer engagement strategies to support healthcare providers and improve patient outcomes.
- Built medical and product knowledge to drive ethical promotion and compliance within assigned territories.



EDUCATION

Chartered Institute of Personnel and Development (CIPD)
Diploma Level 5 in Learning & Development

University of Massachusetts Institute for Global Health
Accredited Program in Advanced Marketing Strategies

Harvard Business School
Associate's Degree in Organizational Leadership

The American University in Cairo (AUC)
Diploma in Marketing and Sales

Alexandria, Egypt, Bachelor of Pharmaceuticals Science



CERTIFICATIONS

Six Sigma Black Belt – Certified at Lilly UK House

Leadership Coach Accreditation – Ken Blanchard Institute, UK

DDI Certified Facilitator

Global Talent Management Leader – Talent Management Institute (TMI) & CPTD

Certified Performance Consultant – Learning and Performance Institute (LPI)

Transformational Leadership Coach – ICF Member & Award Recipient

Coaching Fundamentals: A Life and Leadership Potentials Training - iPEC

The Test of Everyday Attention for Occupational Assessment - Pearson | TalentLens

2nd Generation SOSIE Personality & Value - Pearson

Global Insights Learning & Development (UK) – Certified Trainer & Coach in Human Personality and Psychology

Certified Talent Assessor & Team Coach – Accredited on Global Tools by British Psychological Society (BPS):

Hogan, SHL, Saville, Korn Ferry, 5 Facets, Belbin Team Roles, Gallup StrengthsFinder, Emotional Intelligence (EQ), Cultural Intelligence (CQ), Leadership Circle Profile (LCP), iSpring Instructional Design Suite



LANGUAGES

English (Native or Bilingual), Arabic (Native or Bilingual), French (Limited Working)