ALI ABDULLAH AL MATBOONA

MA, FCMI, MCQI, MAC, ACIPD, ACIArb
A member of the International Institute for Strategic Studies (IISS)

Nationality: Emirati
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Profile

○ Accredited Assessor in European Foundation for Quality Management's Model of Excellence and RADAR theme.

○ Serving more than 28 years in an administrative field in the Dubai Police at departmental and supervisory level.

○ Expert and lecturer in HR and Quality Management practices and activities.

○ Conducting and undertaking historical, policing and business studies particularly in the HR and Change Management domains.

○ Establishing many administrative systems and approaches for developing the tasks and responsibilities in the workplace.

Work Experience

DUBAI POLICE GENERAL HEADQUARTERS

The main responsibilities that I have held within the organization are as follows:

Department	The role at the work	Between
General Department of Training	Head of Preparing Training Plan	Mar., 2014 – Mar., 2016
	Manager of Quality Assurance Dept.	Oct., 2012 – Feb., 2013
	Head of Training Curriculum Section	May - Sept., 2012

General Department of Anti-Narcotics	Head of Strategic Planning Section	Jul., 2010 – Nov., 2011
General Department of Human Resources	Head of Organizational Performance Section	Jun., 2006 – Jun., 2009
General Department of Total Quality	Head of Documentation and Coordination Section	Oct., 2004 – May. 2006
General Department of Correctional and Punitive Organizations	Manager of Quality Assurance Dept.	Mar., 2000 – Oct., 2004

Education

Degree awarded	Majoring in	Awarded	Institution	Location
M.A. in Business	HRM	2009	Manchester Metropolitan University	England, UK
Quality Expert Programme	TQM	2005	Dubai Institute for HR Development	Dubai, UAE
B.A. in Arts	History	1999	Beirut Arab University	Beirut, Lebanon

Languages

Languages	Degree of Proficiency	Attributes
Arabic	Excellent	Mother tongue
English	Fluent	Business and conversation
French	Elementary	Basic command

Course Title	Task	Place	Organized by	Period
Preparing Training Packages	Training Strategies	Dubai Police Academy	Dubai Police HR Gen. Dept.	15-22 / 7 / 2012
EFQM Excellence Assessor	Quality Assessment	Brussels, Belgium	EFQM Version 2010	16 -18 / 3 / 2011
Advanced preparing trainer	Personnel Development	Dubai Police Conference Hall	HR Gen. Dept.	11-22 / 4 / 2010
Organizational Change: Concepts & Principles	Change Management	Dubai Police Academy	Dubai Institute for HR Development	8 -11 / 2 / 2009
Project Management Professional (PMP)	Knowledge Management & Project Management	Chicago Management Training Institute, Dubai	Project Management Institute, Chicago, U.S.A.	29/1- 7/3 / 2009
Project Management Tools and Techniques	Project Management	Ramada Hotel, Dubai	University of Wisconsin-Platteville, U.S.A.	13 / 2 / 2009
Six Sigma Green Belt approach	TQM	Dubai Police Conference Hall	Harrington Institute Inc. U.S.A	21-25 /12/ 2008
Employee Performance Management System	Performance Management	Dubai Rotana Hotel	Dubai Executive Council	20 -21 / 6 / 2008
Using Statistical Package for the Social Sciences (SPSS)	Statistical Techniques Tool	Dubai Police Academy	Dubai Police General Dept. of Human Resources	19 -23 / 8 / 2007
Academic English Language for the University	Language	Limerick, Ireland	University of Limerick	3/10/2005 - 16/6/2006
Upper Intermediate Level	Language	Dubai	American University in Dubai	20/7- 14/8/ 2005
Managing Development Plan	TQM	Dubai	TQM College	22 - 24/5/ 2005
Internal Auditor LRQA ISO 9001:2000	TQM	Dubai	LRQA ISO Training Service	12 - 16/4/ 2005
Process Management	Strategy	Dubai Police Conference Hall	TQM College	8 - 10/1/ 2005
Strategic Planning	Strategy	Dubai Police Officer Club	HR Gen. Dept.	11 - 15/12/2004

Basic Computer Skills	Computer skills	Dubai Police Officer Club	Sheikh Mohammed Bin Rashid Al Maktoum IT Education Project	14/12/2002 - 15/1/2003
English Summer Course for Adults	Language	Cork, Ireland	University College Cork	15/7- 23/8/2002
Scientific Research Approaches	R & D	Dubai Police Officer Club	Dubai Police Decision Making Centre	18/5- 18/6/ 2002
Human Resource Planning	HRM	Dubai Police Academy	HR Gen. Dept.	3 - 7/11/ 2001
French Language Programmes	Language	Alliance Francaise in Dubai	HR Gen. Dept.	1/5-18/6/ 2004 11/4/1993 - 29/3/1994

Recognition & Appreciation

Kind of Appreciation	Date of attainment
Medal for participating in the Dubai Police Successful Achievement in Dubai Government Excellence Programme (Award for Best Administrative Practice)	Nov. 2013
Appreciation certificate for substantial contributing to scientific research development in the Dubai Police	Jan. 2012
Medal for excellent service (20 Years)	Dec. 2011
Medal for honest endeavour (20 Years)	Dec. 2011
Medal for excellent research endeavour	Dec. 2009
Medal for excellent service (10 Years)	Jul. 2003
Medal for honest endeavour (10 Years)	Jul. 2003
Appreciation certificate for submitting a social service suggestion	Dec. 2004
Appreciation certificate for participating in performance development in the Correctional and Punitive Institutions of the Dubai Police	Feb. 2004
Appreciation certificate for participating as a Dubai Police teamwork member for evaluating the DGEP candidate *(Excellent employee segment)*	Dec. 2003
Appreciation certificate for submitting an excellent suggestion *(HR/ Continuous improvement)*	Dec. 2003
Appreciation certificate for submitting an excellent suggestion *(HR/ Streamlining Procedures)*	Dec. 2003
Appreciation certificate for submitting a social service suggestion	Dec. 2003
Certificate of Excellence for participating as a Dubai Police teamwork member for evaluating the DGEP candidate *(Excellent Governmental Dept. segment)*	Nov. 2003

Approaches and Mechanisms	Category	Purpose	Date of Issue
Contributed as the key coordinator to the General Department of Training teamwork achievement	Organizational performance and competitiveness	Gaining ISO 10015 accreditation in order to improve the quality standard for training.	Nov. 2013
In-house training schemes	The ROI in vocational training	Systems for evaluate employees' development in the workplace	Nov. 2010
A framework for administrative change and modernisation within the General Department of Anti-Narcotics	Strategic Planning	Development Plans for introducing creative initiatives against work environment challenges	Aug. 2010
Leading Organizational Change in the Dubai Police	Change Culture; Individual Change; HR Strategy; Teamwork	Modernize the Change Policy & Systems in the Dubai Police and Establish an Environment that Ensures Successful Change Initiatives	Dec. 2009
The Higher Committee of Human Resources Scheme	HR Strategy; Teamwork; Consultancy	An approach that aims to develop HR Departments & Sections in the Dubai Police and enhance its employee contribution to the organizational strategy	Jan. 2009
Organizational Performance Teamwork Management System	Performance Management; Teamwork; Coaching	System for developing HR departmental units to execute HR activities and EFOM criteria	Nov. 2008
Human Resource Service Centre (HRSC): an administrative project for developing the HR assignments	HR; OB; Change; R & D; Consultancy	Multi managerial systems for enhancing employee satisfaction and developing their performance	May. 2008
Sincere 2	Reward	System for appreciating governmental and private organizations collectively and individually	Feb. 2004
Sincere 1	Reward	System for awarding employee effort via self nomination method	Dec. 2003
Mature 2	Appraisal	System for evaluating the Inmates' wards/ Based on 4 Criteria	Jun. 2003
Mature 1	Reward	System for rewarding the Inmates' behaviour	Mar. 2003

Developer approach	Employee Voice and Involvement	System for encouraging and appreciating employees' suggestions	Nov. 2002
Bravo approach	Reward	System for awarding employee performance and behaviour	Sept. 2002

Professional Affiliations

Name of Institution	Grade	Specialized in	Admitted	Location
International Institute for Strategic Studies	Member	Political Studies	2011	London, UK
Chartered Quality Institute	Member	TQM	2011	London, UK
Chartered Management Institute	Fellow	Leadership and Management	2010	London, UK
Association for Coaching	Member	HRD Coaching	2008	London, UK
Chartered Institute Personnel and Development	Associate	HRM	2006	London, UK

Hobbies & Interests

The author created a personal library at home in 1981, and to date it contains more than 20000 volumes. This library has been catalogued into nine categories: Religions and Beliefs, Literature and Languages, Law, Politics and Economy, Management and Business, Security and Policing, History and Geography, Sociology, Philosophy and Psychology, and Diaries and Biographies. These books are in three languages: Arabic, English and French. Most of them were brought from the West and the East. In addition, the author has established a small section for rare and antique books.

Publications:

Al Matboona, A. *(2019)* *"Innovation in the Government Sector"* Dubai: Printing and Publishing,Masar Pending publication in January 2019.

Al Matboona, A. *(2014)* *"Motivation Management: The Roots and Applications of Motivation in the Workplace"* Part One. Dubai: Masar Printing and Publishing. Arabic version.

Al Matboona, A. *(2009)* *"Leading Change Management in the Dubai Police"*, Dubai: Fujairah National Printing Press. Arabic version

Studies:

Al Matboona, A. (2009) *"A Balance Scorecard Approach for Evaluating Employee Turnover in the Dubai Police"*, Empirical Study. English version.

Al Matboona, A. *(2008)* *"Provisions to effectively execute the Employee Performance Management System in Dubai Government Institutions"*, *Executive Report* English version.

 Al Matboona, A. *(2008)* *"Grievance Procedures: A Comparison between the Dubai Police in the United Arab Emirates and the National Health Service in the United Kingdom"*. M.A. Thesis.

Al Matboona, A. and Johnson, L. (2007) *"The Contribution of Organizational Behaviour Theories to a Successful Organizational Change"*. English version.

Al Matboona, A. (2007) *"Does Reward Performance-Related Pay Work in the Dubai Police?"* English version.

Al Matboona, A. (2006) *"The Essential Tool for Making Individual Change"*, English version.

Al Matboona, A. (2006) *"Coaching"*, English version.

Al Matboona, (2006) *"Can the Occupied Islands in the Arabian Gulf Take a Breath of Freedom?"* English version.

Al Matboona, A. (2002) *"The Degree of Employee Satisfaction in the Correctional and Punitive Institutions in the Dubai Police"*. Arabic version.

Al Matboona, A. (1991) *"Abu Nedal Movement: Documented and Historic Study"* Part One. Arabic version.