El Sayed Lashin

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Summary

An academic and educational expert with over 25 years of experience in business administration and curriculum development, specializing in designing innovative educational programs and mentoring students. I have a proven track record of leading academic initiatives and improving educational performance, and I strive to support students' academic and professional growth to ensure success in a changing workplace.

Experience

Islamic University of Minnesota

Minnesota, United States

Lecturer in Project Management

October 2025 – Present

- Deliver lectures and seminars in project management, strategic planning, and business administration within the College of Business and Economics.
- Supervise and mentor undergraduate and postgraduate students on research projects and scientific theses, guiding them from proposal to completion.
- Develop and update course materials, including syllabi, assignments, and assessments, to ensure alignment with the university's academic standards.
- Provide academic guidance and support to students, fostering an engaging and effective learning environment that serves the university's educational mission.

University of the People
California, United States

Online Adjunct Instructor

September 2023 – Present

- Delivered lectures and seminars to an average of 150+ students per semester in various business subjects (management, marketing, human resources, entrepreneurship), resulting in student satisfaction rates of 90%.
- Design and update course materials, such as syllabi, lesson plans, and assessments, to align with academic standards and industry trends.
- Facilitate interactive classroom discussions to encourage critical thinking and student engagement.
- Provide constructive feedback on assignments, projects, and exams to enhance student understanding and performance.
- Mentor and advise students on their academic progress, career prospects, and professional development.
- Incorporate real-world case studies and examples to connect theory with practical application.
- Utilize online learning platforms and tools to deliver content effectively in a virtual setting.
- Collaborate with colleagues to develop interdisciplinary courses and programs for a diverse student population.
- Participate in curriculum development and review processes to ensure course relevance and impact.
- Monitor student attendance, engagement, and performance to identify and support students at risk.
- Ensure teaching practices adhere to university policies, standards, and ethical guidelines.
- Foster an inclusive and diverse classroom environment to support students from all backgrounds.
- Assist in the recruitment and onboarding of new faculty members when necessary.
- Participate in faculty meetings, committees, and university events to contribute to institutional progress.
- Provide guidance on capstone projects, theses, and dissertations to aid students in achieving academic excellence.
- Support the university's mission to offer affordable and accessible education globally.
- Build strong relationships with students to foster a supportive and motivating learning atmosphere.

- Represent the university at academic and professional events to promote its programs and values.
- Contribute to the development of online resources, including video lectures, quizzes, and discussion forums.

E3mel business Academy

Cairo, Egypt

Thesis Supervisor

January 2024 - Present

- I supervised more than 20 scientific dissertations, guiding students in selecting research topics that align with their interests, abilities, and scientific value, contributing to the successful completion of 95% of the projects.
- Assist in developing a clear research plan, including objectives, questions, methodology, and timelines.
- Advise on appropriate scientific methodologies, study design, data collection, and analysis.
- Help identify relevant sources, review literature critically, and ensure proper citation to avoid plagiarism.
- Monitor progress regularly, provide constructive feedback, and review drafts for improvement.
- Ensure research adheres to academic standards, is free of errors, and follows ethical practices.
- Support students in using research tools, software, and data analysis techniques.
- Guide academic writing, including structure, clarity, and proper scientific language.
- Offer psychological support and motivation to overcome challenges during the research process.
- Coordinate with university committees and assist in arranging thesis defenses.
- Evaluate final research, provide detailed feedback, and write evaluation reports.
- Advise on publishing research in journals or presenting at conferences.
- Help students leverage research for professional or academic growth.
- Stay updated on field developments and participate in training to enhance supervision skills.
- Resolve academic, technical, or administrative issues students may face.

- Periodically self-evaluate to ensure effective supervision and support.

Gap Solutions

Cairo, Egypt

Founder and Partner

January 2023 - Present

- I founded and managed GAP Solutions, a consulting and training company, providing innovative strategic solutions to more than 50 clients across diverse sectors.
- I developed and delivered specialized training programs that enhanced the organizational capabilities of 20 companies, resulting in positive business results.
- I presented and developed strategic plans for 20 existing companies across various sectors.
- I developed work policies, systems, and regulations for several companies across various sectors.
- I provided solutions to supply chain and logistics issues for several companies.
- I provided technological consulting related to human resources management for several companies.
- I developed employee evaluation systems for several companies based on scientific and applicable principles.

Smart Training Academy

Cairo, Egypt

Training Manager

January 2020 - August 2024

- I led the full training cycle, from conducting needs assessments for over 300 employees to designing, delivering and evaluating over 10 core training programs.
- Allocate funds effectively, source training materials, and manage training facilities.
- Ensure compliance with relevant regulations and standards.
- Monitor training activities, track progress, and evaluate outcomes.
- Negotiate contracts, select vendors, and manage partnerships.
- I assessed and identified the training needs of over 500 employees, resulting in the design and implementation of 10 new training programs that contributed to a 20% improvement in KPIs.
- Create training materials, including course outlines, presentations, handouts, and assessments.
- Recruit and develop qualified trainers, providing them with necessary resources and support.

- Deliver training programs effectively, using engaging techniques and interactive learning activities.
- Measure the effectiveness of training programs using surveys, assessments, and performance data.
- Offer guidance, mentorship, and resources to support ongoing learning and development.
- Maintain accurate records of training participation, completion, and evaluation results.
- Attend professional development events, read industry publications, and explore innovative training technologies.
- Work closely with HR, management, and other stakeholders to align training initiatives with organizational objectives.
- Managed relationships with a portfolio of external vendors, including negotiating contracts, selecting partners, and overseeing service delivery to ensure alignment with our strategic objectives and quality standards.
- Worked closely with governmental bodies and academic institutions to secure accreditations, foster partnerships, and align training initiatives with national standards and organizational objectives.

City University College of Ajman

Ajman, United Arab Emirates

Lecturer in Business administration

January 2017 - December 2019

- I designed and implemented academic programs and curricula (12 courses), and developed innovative teaching materials and practical activities for business administration courses.
- I actively participated in curriculum development and student assessment, contributing to improved educational quality.
- Organized, implemented and monitored programs and assessments.
- Responsible for preparing learning material for courses and devising relevant practical activities.
- Ensuring students reach their full potential through the use of innovative teaching methods.
- Researching on the related teaching material and evolving the required pedagogy.
- Supervision and counseling of students on theoretical and practical activities.
- Timely and comprehensive preparation of examination question papers and quizzes; conducting examinations.

- Carrying out assessment and reviewing results in compliance with the college rules and regulations and instructions.
- Actively participated in academic quality assurance frameworks through rigorous curriculum review cycles, ensuring all course materials, learning outcomes, and assessments aligned with institutional standards and accreditation requirements.

Al Dar University College
Dubai, United Arab Emirates

Lecturer in Business administration

November 2012 - December 2016

- I have fostered a disciplined and stimulating learning environment, which has contributed to raising the level of academic discipline of students.
- Organize each lesson and professionally present to the students.
- Designed and developed curricula for 5+ business courses, impacting the education of over 200 students annually.
- Make sure everything is going right in terms of students, ensure students develop positive attitude towards things and if needed you need to motivate.
- Assist in the development of school and help them in promotional activities of the school.
- Ensuring students reach their full potential through the use of innovative teaching methods.
- Researching on the related teaching material and evolving the required pedagogy.
- Supervision and counseling of students on theoretical and practical activities.
- Timely and comprehensive preparation of examination question papers and quizzes; conducting examinations, carrying out assessment and reviewing results in compliance with the college rules and regulations and instructions.
- Systematic record keeping of students' results, activities and attendance.
- Proactive and focused academic counseling and career advice to students.
- Supervising on the job training of students, providing assistance to supervisors of the industrial sector in charge of the college students during their training and presenting reports on the students' progress to the concerned heads.
- Presenting a report for every semester's activity and suggesting development to the concerned heads.
- Carrying out any others tasks assigned by the concerned heads of center, department or section.

S. S. Lootah Group
Dubai, United Arab Emirates

Senior Cost Analyst

January 2006 - October 2012

- Evaluate the impact of cost changes on product/service profitability.
- Develop standard costing systems and maintain cost databases.
- Prepare and analyze comprehensive cost reports and variance analysis.
- Support budgeting and forecasting processes.
- Analyze and optimize cost-related processes and systems.
- Implement cost-effective tools and technologies.
- Conduct cost-benefit analysis to evaluate project feasibility.
- Monitor project costs and provide regular updates.
- Mentor and develop junior cost analysts.
- Provide guidance and expertise to cross-functional teams.
- Collect and analyze cost data from various sources.
- Develop and refine cost estimation methodologies.
- Prepare detailed cost breakdowns and reports.
- Identify and quantify cost variances.
- Analyze cost trends and identify potential cost reduction opportunities.

Higher Institute of Management and Information Systems
Cairo, Egypt

Lecturer

January 1997 - December 2005

- Used instructional technology to enhance pedagogical technique.
- Taught in an innovative, interdisciplinary team-teaching program.
- Varies methods according to student needs.
- Structures the material in a way that is beneficial to student learning.
- Provides clear information in good time.
- Provides overviews of course and class contents.
- Uses a variety of examination methods.
- Develops study guides or writes teaching materials.

Credentials

- SAP certified Technology Consultant, SAP
- SAS Enterprise Guide: ANOVA, Regression, and Logistic Regression
- Data Literacy Essentials
- SAS Visual Analytics 1 for SAS Viya: Basics
- SAS Visual Analytics 2 for SAS Viya: Advanced
- Certified Agile Leadership, University of Colorado University of Colorado
- Human Resource Management, Macquarie University Macquarie University
- Organization behavior, Macquarie University Macquarie University
- Organization design, Macquarie University Macquarie University
- Training of Trainers Certificate, British Business Professional Skills Development – BBPSD
- International Business Skills, British Business Professional Skills Development – BBPSD
- Certified Training Professional, ICDL Saudi Arabia ICDL Saudi Arabia
- SPSS Analysis

Honors-Awards

- Sharjah University & Sharjah Police Headquarters   Issued Jun 2019
- Government of Sharjah   Issued Jun 2019
- Ministry of Defense, UAE   Issued Jun 2018
- Government of RAK, Customs Department   Issued Jun 2018
- Government of Sharjah, Directorate of Human Resources   Issued Jun 2018
- Ministry of Social Affairs   Issued Jun 2013

Education

The Arab Academy for Management, Banking and Financial Sciences
Doctor of Business Administration - DBA, Human Resources Management, Current

The Arab Academy for Management, Banking and Financial Sciences
Master of Business Administration - MBA, Human resources management, 2024

Benha University
Bachelor of Commerce (BCom), Accounting and Business/Management, 1996

Top Skills

- Commitment to Lifelong Learning
- Online Teaching and E-Learning Tools
- Interdisciplinary Collaboration
- Data Analysis and Interpretation
- Academic Mentorship
- Research Methodology Expertise
- Curriculum Development
- Strategic Leadership and Management
- Entrepreneurship
- Development Programs
- Business Development
- Career Guidance and Professional Development
- Ethical Research Practices
- SAS Visual Analytics
- SPSS Analysis

Publications

Articles

- The Role of Governance and Digital Transformation in Crisis Management Related to Knowledge Management and Human Capital: An Analytical and Descriptive Study Applied to the Ministry of Education. https://afbj.journals.ekb.eg/article_432814.html
- Creativity for leadership and its role in developing human capital through knowledge management: an analytical and descriptive study applied at Benha University. https://afbj.journals.ekb.eg/article_432819.html

Books

- **English for Business: Interview Skills**

Language: English

Publisher: Amazon

ASIN: B0G34W43B2

Publication date: 2025

Link: https://a.co/d/4AnYT7T

- **Essential skills for professionals: The art of effective communication in the workplace**

Language: Arabic

Publisher: Amazon

ASIN: B0G36F32Z8

Publication date: 2025

Link: https://a.co/d/hyxIVbN

- **Branding Yourself**

Language: English

Publisher: Amazon

ASIN: B0G34W43B2

Publication date: 2025

Link: https://a.co/d/4AnYT7T

Conferences and Workshops

Workshop:

Quality Evolution: A Historical Perspective and Contemporary Applications of AI

14, 15 April, 2025

Midocean University