

BADIA SROUR

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A dedicated and results-driven academic professional with extensive experience in teaching, research, and supervision in the fields of Business Administration and Human Resource Management. Passionate about equipping students with both theoretical knowledge and practical skills to excel in business environments. Skilled in curriculum development, student mentorship, and academic leadership. Research interests include organizational behavior, corporate Governance, leadership development, and strategic HR practices. In addition to consulting, training and business management for businesses and CEO's.

EXPERIENCE

Human Resources Audit - RIMCO- Ivory Coast. 2014-2016

- Evaluates and analyzes an organization's HR policies, procedures, and practices.
- Compliance assessment and verify that practices adhere to labor laws and regulations.
- Propose recommendations to improve HR policies and practices.

Instructor & Supervisor- IUL (Islamic University of Lebanon) Oct.2017-Present

- Teaching Advanced Human Resource Management, Corporate Governance, Negotiation and Conflict Resolution Management, public Administration, Total Quality Management, Human Resource Management, Senior Project, Leadership, Business Ethics, Research methodology for master's and bachelor's students.
- Coordinator for Human Resource Management, Total Quality Management, Leadership and Research Methodology.
- Supervising for master's students' thesis.

Instructor & Supervisor-IAU (Islamic Azad University). 2017-Present

- Teaching Research methodology, advanced human resource management, strategic management, international marketing, modern management theories, work psychology, government management problem solving, fundamentals of public administration, Human Resource Management Strategies and Study and critique of management theories for PhD, master's and bachelor's students.
- Supervising for master's and PhD students' thesis.

Supervisor-AUCE (American University Of Culture & Education) 2021-Present

- Supervising for master's students' thesis

Trainer -Arab Petroleum Training Institute- Iraq 2024-2025

- Training for analysis and Strategic planning

CEO at CADRE (Consulting Academy for Development and Research for Entrepreneurs) 2025- present

- Consultation, Training & Development, Business Management, and Research Services

Managing Editor- Oxford International Journal of Research and Publishing (OIJRP). 2025-present

- ISSN National Centre for The Netherlands-ISSN:3050-7618

EDUCATION

DBA -Paris school of Business (PSB)-Paris (AACSB, AMBA & EFMD Accredited)	2013-2017
▪ Business Administration	
MBA -École supérieure de gestion (ESG)- Paris	2012-2013
▪ Human Ressources Management	
MBA -Université Française d'Abidjan (UFRA)- Ivory Coast (IACBE Accredited)	2012-2013
▪ Human Ressources Management	
Bachelor's (Bac+4) -École supérieure de gestion et commerce international (ESGCI)-Paris	2011-2012
▪ Business Administration	
Bachelor's degree (Bac+4) -Université Française d'Abidjan (UFRA)- Ivory Coast	2009-2010
▪ Marketing and Commerce	

PUBLICATIONS

Books

1. Srour, B. (2022). Leadership as a Tool to Enhance HR Practices. In *International Perspective in Leadership, Challenges & Opportunities*, (pp. 53-95). Dbouk.
2. EL Zein, A., & Srour, B. (2021). Bridging Leadership to E-Leadership, The Essential Leadership Skills for Managers for E-Leading. Dbouk.

Journal publications

1. Srour, B., EL Zein, A., & Kalakesh, G. (2024). The Impact of Servant Leaders' Strategic Vision on the Development of Service Organizations : A Comprehensive Analysis. *Journal of Logistics, Informatics and Service Science*. 11(1) : 91-101, ISSN 2409-2665. doi:10.33168/JLISS.2024.0106.
Available from : <https://www.aasmr.org/liss/Vol.11/No.1/Vol.11%20No.1.6.pdf>
2. Srour, B., & Fahad, O. (2024). The Role of Strategic Leadership in Functional Creativity: An Exploratory Study in the Anbar Education Directorate. *Central Asian Journal of Innovations on Tourism Management and Finance*. 5(1): 40-53, ISSN: 2660-454X. doi:10.17605/cajitmf.v5i1.675.
Available from : <https://cajitmf.centralasianstudies.org/index.php/CAJITMF/article/view/675>
3. Karboli, S., & Srour, B. (2024). The Impact of Creative Leadership for Reinforcing the Strategic Entrepreneurship (The Iraqi Parliament as a model). *International Research Journal of Innovations in Engineering and Technology (IRJIET)*. 8(2): 24-32, ISSN (online): 2581-3048. doi Prefix: 10.47001/IRJIET.
Available from : https://irjiet.com/common_src/article_file/1708678494_f7351cdb0a_8_irjiet.pdf
4. Srour, B., & Hammod, M. (2023). The Role of Human Resource Information Systems in Making Strategic Decisions (An Applied Study on the Iraqi Ministry of Finance). *International Journal on Economics, Finance and Sustainable Development*.5(12): 181-197, E-ISSN: 2620-6269. doi.org/10.31149/ijefsd.v5i12.5103.
Available from : <https://journals.researchparks.org/index.php/IJEFS/article/view/5103>

5. Srour, B., & Hammod, K. (2023). Administrative Development and Its Role in Raising the Efficiency of Human Resources (An Applied Study on the Iraqi Ministry of Finance). American Journal of Economics and Business Management. 6(12): 59-75, ISSN: 2576-5973.
Available from : <https://globalresearchnetwork.us/index.php/ajebrm/article/view/2623>
6. Shami, R. & Srour, B. (2023). The Impact of Internal Marketing in Improving the Corporate Performance of the Company General Grain Trade in Iraq. International Research Journal of Innovations in Engineering and Technology (IRJIET). 7(6): 84-94, ISSN (online): 2581-3048.
Available from : <https://irjiet.com/Volume-7/Issue-6-June-2023/The-Impact-of-Internal-Marketing-in-Improving-the-Corporate-Performance-of-the-Company-General-Grain-Trade-in-Iraq/1629>
7. Hussein, D. & Srour, B. (2023). The Impact of Re-Engineering Human Resources On Administrative Creativity A Field Study In The General Company For Textile And Leather Industries. World Bulletin of Management and Law (WBML). 23 June: 120-132, ISSN: 2749-3601.
Available from : <https://scholarexpress.net/index.php/wbml/article/view/2957/2540>
8. Srour, B. (2022). The Role of Human Resource Governance in Crisis Management Case Study (PEYRISSAC Company). Webology, Publisher: University of Tehran. 19(1):942-958, ISSN: 1735-188X. doi:10.14704/WEB/V1911/WEB19065.
Available from : <https://webology.org/data-cms/articles/20220122024201pmWEB19065.pdf>
9. Srour, B. (2022). Human resources audit and its impact on the outstanding performance of workers in the education sector "Case study" Al-Safer Secondary School. Journal of Positive School Psychology. 6(4):8979-8995, ISSN:2717-7564.
Available from : <https://journalppw.com/index.php/jpsp/article/view/5610/3689>
10. Srour, B., EL Zein, A., & El Akhras, Ch. (2022). Leadership as a Trigger for Employee Commitment to Enhance Organization Performance in Era of Pandemic. London Journals Press. 22(1): 33-40, ISSN: 2515-5792.
Available from : https://journalspress.com/LJRHSS_Volume22/Leadership-as-A-Trigger-for-Employee-Commitment-to-Enhance-Organization-Performance-in-Era-of-Pandemic.pdf

Conference papers

1. Srour, B. & Katbay, A. (2020). Transformational leadership and its relationship with administrative creativity from the perspective of the employees at Al-Sayida Al-Zahra School Internationl. scientific conference for social and human sciences. 16-17 NOV 2019. Wameed Alfiker Publications.
Available from : <https://wameedalfikr.com/wp-content/uploads/2020/09/%D8%A7%D9%84%D9%82%D9%8A%D8%A7%D8%AF%D8%A9-%D8%A7%D9%84%D8%AA%D9%91%D8%AD%D9%88%D9%8A%D9%84%D9%8A%D9%91%D8%A9.pdf>
2. Srour, B. & Iskandar, A. (2019). Collective cohesion and its relation to productivity from the perspective of employees at Quali Farm in Beirut. International Asian Congress on contemporary sciences 2. Iksad Publications.
3. Srour, B. & Eldahan, J. (2019). Self-monitoring and its role in the process of administrative development. The fourteenth scientific conference titled: Universities in the Role of Achieving the Government Program, Karbala University- College of Administration and Economics, (pp2048-2056)
Available from : https://www.researchgate.net/profile/Ahmed-Amanah/publication/339780957_dwr_tbny_anzmt_almlwmat_alstratyjyt_fy_ahtwa_wadart_alazmat_bfalyt/links/5e649ff34585153fb3ca21b7/dwr-tbny-anzmt-almlwmat-alstratyjyt-fy-ahtwa-wadart-alazmat-bfalyt.pdf

Training and Workshops

- PMP- Link Academy- Egypt 2025
- Governance specialist - Global Institute- Jordan 2024
- CPT (certified professional trainer) - Global Golden Group—Lebanon. 2019
- SPSS- Edumotion- Lebanon 2019
- Zotero- AUF (Agence Universitaire de la Francophonie) – Lebanon. 2019
- Neuro-Linguistic Programming (NLP) – UFRA (French University of Abidjan) - Ivory Coast 2013
- Transactional Analysis (TA)- UFRA (French University of Abidjan) - Ivory Coast 2013
- Personal development and coaching – UFRA (French University of Abidjan) - Ivory Coast 2010

Professional & Academic Skills:

- Business Strategy Development
- Academic Research and Publication
- Executive Education Program Design
- Case Study Development and Analysis
- Thought Leadership in Business and Management
- Public Speaking & Academic Lecturing
- Leadership Development
- Training and Mentoring