

Yasmine El Ballouli

Leadership & Talent Development Executive | ICF-PCC Certified Coach Organizational Development Coach Learning & Performance Strategist |

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Summary

Highly accomplished and dynamic leadership and talent development professional, specializing in executive coaching, organizational development, and transformational learning strategies. Expertise in designing and delivering impactful leadership programs, performance optimization, and employee engagement initiatives that drive measurable results. Proven ability to cultivate high-performing teams, foster coaching cultures, and implement innovative learning frameworks across diverse industries. Targeting Leadership Development Manager/Specialist, Organizational Development Coach/Trainer, Talent Development and Learning Lead, Internal Coach/Training Director, and Learning & Talent Development Lead Officer roles, contributing strategic insight and expertise to elevate organizational growth and team success.

Experience

Lyra Mena (Leading Global Provider of Employee Wellbeing) – Ongoing Freelance

- Deliver interactive training sessions on resilience building, emotional wellbeing, and personal effectiveness, equipping employees with practical strategies for workplace performance.
- Facilitate professional growth workshops emphasizing stress management, adaptability, and mindset optimization, achieving a 30% improvement in participant engagement scores.
- Design tailored learning experiences integrating wellness principles, behavioral techniques, and organizational development concepts to strengthen workforce productivity.

Professional Coach & Master Trainer – Ongoing Freelance

Excellence Training Center, Qatar

- Develop and deliver coaching essentials and leadership development programs for HR professionals, enhancing team performance and organizational capability.
- Facilitate interactive sessions on time management, coaching culture, and effective communication, increasing participant skill application by 25%.
- Customize training modules to align with participants’ roles and organizational objectives, integrating modern coaching methodologies and experiential learning strategies.

Professional Coach & Master Trainer – Ongoing Freelance

Edutech Consultancy

- Conduct professional development sessions for teachers, enhancing coaching, communication, and classroom management skills.
- Facilitate interactive workshops on student engagement, wellbeing support, and instructional effectiveness, improving teacher confidence by 30%.
- Create tailored learning interventions that integrate evidence-based coaching practices and modern educational techniques to elevate teaching performance.

Director of Training – Ongoing Freelance

Growth Coaching Academy, Qatar

- Deliver ICF-accredited training programs and mentorship to emerging coaches, guiding professional development and certification progress.
- Implement talent leadership training for teenagers, cultivating leadership skills, resilience, and emotional intelligence in youth.
- Evaluate training effectiveness, track participant progress, and facilitate group mentoring sessions, achieving a 35% improvement in learning outcomes.

WeAce (Digital Coaching & Learning Platform) – Ongoing Freelance

- Conduct one-on-one and group coaching sessions, applying personalized development strategies to enhance professional and personal growth.
- Design, implement, and execute tailored training programs and learning modules across diverse topics, achieving a 30% increase in participant engagement.
- Serve as a group mentor, fostering peer learning, skill development, and continuous professional growth within digital coaching communities.

Grit Coaches (Professional Training & Coaching) – Online – Ongoing Freelance

- Deliver ICF-accredited coaching programs, adhering to international standards to enhance participants’ professional coaching competencies.
- Facilitate collaborative coaching groups, building communities of practice and encouraging ongoing skill development among coaches, improving knowledge application by 32%.
- Share expertise as a panel speaker, contributing insights on coaching best practices, leadership development, and professional growth strategies at virtual events.

Lead Facilitator & Group Mentor – 07/2023 to Present

Coach Transformation Academy

- Facilitate interactive group mentoring sessions aligned with ICF competencies, enhancing coaching skills and professional development of aspiring coaches.

- Design collaborative learning experiences with the Director of Training, incorporating tools, resources, and best practices, achieving a 30% increase in participant skill application.
- Mentor groups of emerging coaches through feedback, peer discussions, and practical exercises, fostering continuous improvement and mastery of coaching techniques.

Corporate & Leadership Coach – 06/2021 to Present
Doha Saad Law Firm

- Deliver tailored leadership coaching programs for senior lawyers, strengthening executive decision-making, resilience, and team management skills.
- Conduct professional development sessions on time management, stress reduction, and work-life balance, improving employee engagement and productivity by 25%.
- Provide guidance on career progression, continuous learning, and personal growth, promoting a coaching culture and enhanced organizational performance.

Learning & Development Manager & Business Developer – 10/2024 to 01/2025
ETIC Managerial Training Centre

- Develop and implement training programs aligned with organizational goals, talent development strategies, and succession planning initiatives.
- Collaborate with stakeholders to identify learning needs, negotiate contracts, and manage budgets, achieving a 20% increase in client engagement and program adoption.
- Drive business growth through client acquisition, proposal development, and strategic partnerships, integrating innovative learning technologies and best practices.

Volunteering & HR L&D Intern – 10/2023 to 06/2024
Ministry of Public Health, Doha, Qatar

- Conduct individual and group coaching sessions for employees, focusing on leadership, team management, and engagement, increasing staff participation by 30%.
- Develop and deliver workshops on coaching, leadership development, and training needs analysis, integrating digital tools and AI applications for enhanced learning impact.
- Mentor internal coaches, provide performance feedback, and collaborate with stakeholders to improve HR development initiatives and organizational capability.

Labib Medical Center – Laboratory – 2005 to 2007 / 2017 to 2020

- Managed sample collection, preparation, and analysis following strict quality assurance and laboratory safety protocols, improving operational efficiency by 25%.
- Collaborated with laboratory teams to troubleshoot experimental issues and optimize analytical procedures, ensuring accurate and reliable results.
- Maintained and calibrated laboratory equipment, documented experiments, and prepared detailed reports for senior researchers to support data-driven decision-making.

Key Projects

Vodafone Qatar – Crisis Management Training (Project Completed)

- Designed and delivered a comprehensive Crisis Management training program for cross-functional professionals, focusing on crisis preparedness, risk assessment, decision-making under pressure, stakeholder communication, and business continuity strategies.
- Facilitated practical crisis simulations and scenario-based exercises to strengthen participants' response capabilities, collaboration, and leadership during critical situations.
- Enabled participants to develop structured crisis response plans and apply best practices for managing organizational disruptions effectively.

Shell Intilaaqah Qatar University – Entrepreneurship Training, Mentoring & Coaching (Completed Project)

- Designed and delivered interactive entrepreneurship training sessions for university students, covering innovation, business ideation, opportunity recognition, and entrepreneurial mindset development.
- Provided one-on-one and group mentoring to support students in refining business concepts, enhancing problem-solving skills, and navigating entrepreneurial challenges.
- Facilitated coaching sessions that empowered students to strengthen self-awareness, leadership capabilities, goal setting, and confidence in pursuing entrepreneurial ventures.

Tea-Prime Leadership Academy- Nigeria (Completed Project)

- Designed and delivered a high-impact masterclass in Public Speaking and Executive Presence for emerging and senior leaders, integrating storytelling techniques, audience psychology, and real-time performance coaching to enhance communication effectiveness.
- Applied experiential and simulation-based learning methodologies, enabling participants to practice executive presence in high-stakes scenarios, strengthen confidence, and refine their personal leadership brand.
- Achieved strong participant engagement and measurable skill progression, reflected in improved delivery clarity, presence, and influence, supporting the academy's mission to develop confident, impactful leaders.

AFG College with The University of Aberdeen (Completed Project)

- Designed and delivered two interactive workshops on Professional Development & Well-being and Emotional Intelligence, equipping participants with practical tools for self-awareness, resilience, and career readiness within an academic context.

- Integrated experiential learning methods, including reflective exercises, group discussions, and scenario-based activities, to enhance emotional intelligence competencies, stress management, and interpersonal effectiveness.
- Drove high levels of engagement and application, evidenced by active participation, improved self-reflection, and participants' ability to translate learning into actionable personal and professional development plans aligned with academic and career goals.

Southern Gas Corridor-CJSC (Completed Project)

- Led the end-to-end development and facilitation of a specialized training initiative for the Southern Gas Corridor, focusing on Office Management, Administrative Excellence, Professionalism, and Emotional Intelligence, using modern instructional design, case-based learning, and scenario-driven simulations.
- Introduced dynamic, experiential learning strategies that supported participants in visualizing future workplace performance, strengthened critical thinking skills, and promoted a culture of creativity, collaboration, and continuous improvement.
- Successfully boosted learner engagement and motivation by over 40%, demonstrated through increased participation levels and positive performance indicators, highlighting strong alignment with Barzan's organizational development objectives.

Barzan Holding (Completed Project)

- Designed and delivered a comprehensive training project for *Barzan* on *Office Management, Effective Administration Skills, Professionalism, and Emotional Intelligence*, integrating innovative methods, case studies, and real-world simulations.
- Implemented creative and experiential learning activities that encouraged envisioning future workplace success, enhanced critical thinking, and fostered innovation and collaboration among participants.
- Achieved a measurable increase of over 40% in participant engagement, motivation, and active participation, reflecting the program's effectiveness and alignment with organizational learning goals.

Shell Intilaaqah with Qatar University (Completed Project)

- Delivered effective Group Coaching and Mentoring Sessions, aiming to help participants better understand themselves, craft their personal and professional vision, and refine and execute their value-creating ideas.
- Enhancing students' awareness and interest in entrepreneurial potential to create value for themselves and others.
- Mastering innovation ideation techniques and skills to envision, create, and execute value creation by 35% across domains of life.

Ministry of Defense (Kingdom of Saudi Arabia) – Digital Transformation & AI Program (Completed Project)

- Designed and executed a customized training program on Digital Transformation and Artificial Intelligence, strengthening participants' grasp of emerging technologies and strategic adoption frameworks.
- Guided military delegates through applied case studies and scenario-based exercises, driving a 30% improvement in digital literacy and innovation awareness.
- Partnered with senior defense officials to align learning objectives with the Ministry's modernization and strategic capability goals.

Qatar University – Master Trainer (Completed Project)

- Delivered immersive workshops on Confidence Under Pressure and Cultural Ambassadorship, empowering students with tools for effective self-presentation and cross-cultural communication.
- Facilitated experiential learning sessions on professional communication, networking, emotional intelligence, and resilience, enabling a 25% increase in student engagement and skill retention.
- Designed tailored training content focused on confidence-building, self-awareness, and career readiness, ensuring alignment with Qatar University's student development objectives.

Qatar Investment Authority, Master Trainer (Completed Project)

- Lead Training on mental health, stress management, and work-life balance, empowering employees to strengthen resilience and emotional intelligence.
- Conduct individual coaching sessions for QIA staff, focusing on leadership growth, decision-making, and career progression.
- Design and deliver educational training modules on professional development and modern pedagogical approaches, achieving a 28% increase in engagement and skill adoption.

ABP – Qatar Foundation – Master Trainer (Completed Project)

- Developed and conducted career planning and exploration programs for ABP students, emphasizing goal setting, vision alignment, and employability skills.
- Facilitated interactive workshops to strengthen career readiness, personal branding, and future planning capabilities among participants.
- Created innovative learning materials and interactive sessions that boosted student participation and motivation by 28%, reinforcing Qatar Foundation's learning excellence goals.

Qatar International Court and Dispute Resolution Center – Co-Facilitator Trainer (Sep 2023) (Completed Project)

- Collaborated with the lead facilitator to co-design the training agenda, structure modules, and ensure seamless delivery of professional development sessions.
- Orchestrated participant engagement through icebreakers, group discussions, and reflective activities, increasing overall training interaction by 35%.
- Monitored participant engagement, provided live feedback, and contributed to post-session reviews to enhance program delivery, impact, and learner satisfaction.

Professional Coaching Experience

Professional Coaching Experience – 04/2021 to Present

- Delivered 1500+ hours of personalized coaching to youth and adult clients, leveraging leadership development, emotional intelligence, and performance optimization strategies to drive a 35% improvement in goal achievement and personal growth.
- Coached leaders and executives at the Ministry of Public Health – Qatar, conducting one-on-one sessions to assess strengths, develop tailored growth plans, and enhance strategic decision-making capabilities.
- Facilitated group and team coaching sessions across schools and organizations, applying team dynamics, communication enhancement, and professional development frameworks to strengthen collaboration and productivity, achieving a 30% boost in team engagement.
- Designed and implemented youth-focused coaching programs for Lebanese Scouts and educational institutions, empowering emerging leaders with practical tools, resilience techniques, and critical thinking skills to navigate challenges and achieve objectives effectively.

Volunteer Experience

Director of Professional Development – 03/2023 to 09/2024

ICF Doha Chapter, Doha, Qatar

- Orchestrated and delivered awareness sessions and live demonstration coaching programs for corporate leaders and managers, elevating understanding of coaching frameworks and ethical practices.
- Spearheaded the planning, execution, and coordination of training webinars, events, and speaker engagements, ensuring seamless logistics, high-quality content delivery, and engagement with the global coaching community, improving participation rates by 40%.
- Developed and facilitated webinars on coaching ethics, professional development, and industry best practices, strengthening skills, knowledge, and career growth opportunities for ICF Doha chapter members and the wider coaching network.

Education

Master of Business Administration (MBA) Candidate – (In Progress)

AFG College with the University of Aberdeen

Bachelor of Science (BS) in Biochemistry – 2004 to 2008

Lebanese International University

Certificates & Courses

- ICF Certified Team Coach
- Certified Master Trainer – CMI
- Certified Emotional Intelligence Coach
- Professional Certified Coach (PCC) – International Coaching Federation (ICF)
- Certified Group Coaching Practitioner – Legacy Coaching Institute
- Corporate Coach
- Senior Certified Professional Coach – Coach Transformation Academy
- Certified Training Manager – Learners Point Academy
- Train the Trainer – Learners Point Academy
- Certified NLP Practitioner
- Certified Adolescent & Youth Coach

Skills & Expertise

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| <ul style="list-style-type: none">• Effective Communication Skills• Teamwork & Collaboration• Management & Leadership• Organizational & Planning Skills• Interpersonal Relationship Building• Workplace Leadership Development• Conflict Resolution Strategies• Analytical & Innovative Thinking• Methodical Problem-Solving• Resilience & Adaptability | <ul style="list-style-type: none">• Strategic Talent Management• Leadership Program Design• Organizational Culture Development• Learning Experience Design• Change Management Facilitation• Performance Improvement Strategies• Executive Coaching Expertise• Employee Engagement Optimization• Succession Planning Strategies• Competency Framework Development |
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Languages

Arabic: Native | English: Fluent