

# Adnan Abdulgader, M.Sc.

PhD Candidate (1st year) - AI Literacy & Organizational AI Enablement | L&D / Training | Organizational Development

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## PROFESSIONAL SUMMARY

First-year PhD researcher at the University of Bologna focusing on AI literacy initiatives effectiveness and evidence-based organizational AI enablement. Training and organizational development professional with 1,000+ hours delivered across public, NGO, and private-sector settings, covering training needs assessment (TNA), instructional design, facilitation, and learning evaluation. Experienced with international stakeholders; fluent in English and Arabic; based in Bologna.

## CORE COMPETENCIES

- Research & analytics (interviews/FGDs/surveys; SPSS; synthesis and reporting)
- Performance management systems (KRAs/KPIs, competency frameworks, career progression)
- Organizational development (org diagnosis, operating models, governance)
- Training Needs Assessment (TNA) & capability mapping; stakeholder consultation
- Learning evaluation & impact (pre/post assessment, outcomes reporting)
- Training delivery & Training of Trainers (ToT) (adult learning, facilitation, coaching)
- Learning design / instructional design (learning journeys, facilitator guides, assessments)
- AI literacy & GenAI enablement (curricula, adoption support, responsible use)

## PROFESSIONAL EXPERIENCE

### PhD Candidate & Researcher — University of Bologna, Italy

*2025 – Present*

- Translating evidence into practical guidance for organizations on AI adoption, workforce upskilling, and governance.
- Researching effectiveness of AI literacy initiatives (what works, for whom, under which organizational conditions).

### Independent Researcher, Trainer & Consultant — Libya

*Jan 2020 – Present*

- Lead instructional design for multi-day capacity-building programmes: gap analysis, module outlines, learning journeys, facilitator notes, interactive activities, and case studies; adapt materials to Libya context and audience needs.
- Led end-to-end CSO capacity-building engagements (assessment, training design, delivery, mentoring/coaching, and reporting), including assignments with IRC and Libyan INGO Forum (LIF).
- Developed organizational development and strategic planning training materials for a Women Center with GIZ and the Ministry of Local Governance.
- Delivered capacity-building programmes with IOM, GIZ, ACTED, UNDP, Cesvi/Tatweer Research and others on project cycle management, strategy, protection, proposal/report writing, communication and advocacy.
- Provided two rounds of ToT with ACTED (Oct 2025), strengthening local trainers' facilitation skills and enabling delivery of standardized training packages.
- Organizational Development Consultant (Mizan Consultancies): supported an airline client with restructuring, KRAs/KPIs design, training planning, and a compensation system review.

**Capacity-Building Expert Consultant — British Council, Libya***Feb 2022 – Sep 2023*

- Conducted capacity assessments and Training Needs Assessments (TNA) for civil society organizations; synthesized findings into practical capacity-building plans.
- Delivered “Working and Thinking Strategically” workshops tailored to unstable environments and constrained implementation conditions.
- Reviewed and strengthened project proposals through structured assessment and actionable enhancement recommendations.
- Supported project monitoring and mentoring to reinforce delivery discipline, learning, and reporting quality.

**HR Manager → Chief Administrative Officer (CAO) — ION Telecom & Technology, Libya** *Aug 2020 – Oct 2022*

- Advised the General Manager on strategy and HR; facilitated the 2021 strategy refresh (vision/mission, situation analysis, risk assessment, goals, and initiatives) and translated outputs into execution follow-up.
- Reformed performance management by introducing KPI frameworks, horizontal career progression criteria, and seniority standards; supported an HR process automation initiative.
- Built the HR function end-to-end (recruitment, learning and development, internal communication) and managed HR and Services departments (9 team members).
- Led Training Needs Assessments (TNA) and supported career planning across functions.

**Adjunct Lecturer — University of Benghazi (Faculty of Public Health), Libya***Jan 2022 – Aug 2025*

- Taught Psychology and Mental Health; design and update course content in psychological and occupational health.
- Developed problem-based learning (PBL) scenarios across multiple semesters; provided research supervision and guidance to students.
- Delivered training on psychosocial support and psychological first aid following Storm Daniel.

**Adjunct Lecturer — Libyan International Medical University (LIMU), Libya***Nov 2019 – Oct 2021*

- Taught Organization Theory, Consumer Behavior, Business Ethics, and Interpersonal Communication.
- Developed course curricula and learning assessments; authored PBL scenarios across three semesters.

**HR Management Consulting Intern (Paid) — atrain GmbH, Germany***Mar 2019 – Jun 2019*

- Supported development of organizational interventions via research, brainstorming sessions, design sprints, and workshop preparation.
- Created interactive online course content using Articulate; delivered tutorials on online facilitation tools (Mural).

**EDUCATION****PhD Candidate (1st year) — University of Bologna (Italy) | 2025 – Present****M.Sc., Work, Organizational and Personnel Psychology (Erasmus Mundus Joint Master) — University of Bologna (Italy) & University of Barcelona (Spain) | Sep 2017 – Jul 2019****B.A., Psychology (Major) and Political Science (Major); Philosophy (Minor) — The Ohio State University, USA | Jan 2013 – Aug 2016****CERTIFICATIONS & PROFESSIONAL DEVELOPMENT**

- Training of Trainers (ToT) — MDF Training & Consultancy, Ede, Netherlands (Nov 2025)

**TOOLS & LANGUAGES**

- Tools: SPSS; Articulate (e-learning authoring); Mural; Microsoft Office
- Languages: Arabic (Native); English (Fluent)