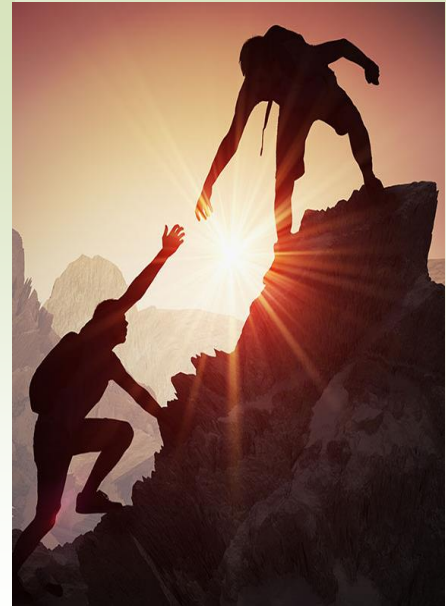


Business Chats

Monthly Newsletter Prepared by the Business Faculty



MEET the LEADERS

"The growth and development of people is the highest calling of leadership."

Harvey S. Firestone

You've probably heard the expression "born leader", which implies that the qualities that make a good leader are innate. Well, throughout history, many studies confirmed that leaders can be developed. Yes! With hard work, everyone can become a leader. Leaders aren't born, they are made. And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal.

Being a leader is about more than just having a certain job title. It's all about having the direction, perseverance, and ability to motivate other people to achieve a common goal. Leadership and learning are indispensable to each other; we can even say that education is the mother of leadership. One of the keys to leadership is recognizing that everybody has gifts and talents, and a good leader will learn how to harness those gifts toward the same goal. Moreover, leadership consists of taking responsibility for everything that goes wrong and giving the subordinates credit for everything that goes well. As a leader, your principal job is to create an operating environment where others can do great things!

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Special Contribution

Mrs. Hanan Saleh

الجامعة الأميركية
للثقافة والتعليم
AMERICAN UNIVERSITY
OF CULTURE & EDUCATION



Dr. Abdelsalam NABULSI



Dr. Abdelsalam Nabulsi is the President of the American University of Culture and Education since July 2018. In 2013, he became the President of the University Board of Trustees. He is also the CEO – Chairman of Alfarah International For Food Security Company and The Jordanian Company For Ukrainian Food Supplies in Jordan. In 1993, he got his Master's degree in Mechanical Engineering, and in 1996, his PhD degree in Industrial Engineering from State Academy of Light Industry of Ukraine – UA. He has many registered patents and several published articles.

Dr. Abdelsalam is a visionary leader bringing over 25 years of experience in establishing operational & agriculture optimization across diverse industries in both national and international operations. He is recognized for talents in strategy development and in providing corporate vision. He is expert in converting strategic plans into tactical reality through guiding companies in establishing themselves as viable business, and through implementing new programs and initiating successful processes to produce new product with maximum revenue.

“The things we fear most in organizations – fluctuations, disturbances, imbalances – are the primary sources of creativity.”

Margaret Wheatley

“As the president of AUCE, there was an urgent need to lay out plans that respond to global changes during the latest shifts and crises that imposed working out of the comfort zone. We had to constantly check our progress on how well we are adapting to the change and how we are exemplifying this to the staff. And this is the meaning of effective leadership- working for not to be left behind but rather to explore innovation and creativity in order to be effective and productive.

In addition, the decisions that I have to make are very critical as they determine the success of the organization. It is very important that I stand –as a leader– by my decisions and be confident in them to convince the people involved in the process. Making an unpopular but necessary decision is probably one of the most difficult tasks as a manager, but it is, and will always be, part of an executive's job description. This is why it is so important to build trust among your team and be someone they know they can trust. And this requires having distinguished negotiation skills because even when in some cases a negotiation does not turn out to be agreeable to one of the parties, it will be easier for them to accept the outcome whether it is in their favor or not.

Among the many skills that a leader needs, I'd also like to mention how crucial it is to command responsibility and be in charge and accountable for the actions of those working for the organization in order to avoid bottom-top failures.”



“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

John Quincy Adams

Dr. Hani HAIDOURA

Dr. Hani Haidoura is the Vice President for Administrative and Financial Affairs at the American University of Culture and Education (AUCE) since 2019, and a member of the Higher Education Council in the Ministry of Education and Higher Education in Lebanon since 2021. He was the Regional Director of AUCE branches in South Lebanon from 2015 till 2019, and a Campus Director from 2006 till 2015. Dr. Haidoura is an Associate Professor; he holds a PhD degree in Management (Economics and Management of National Economy) from Central Ukrainian National Technical University. He is a member of the Academy of Management Journal since 2011. Dr. Haidoura has collaborated actively with researchers in various disciplines such as educational management, entrepreneurship, and project management. He has served on roughly 24 conferences and workshops program committees. Dr. Haidoura has resided on many consultant academic and genuine committees to develop training curricula that deal with real businesses.



“Effective leadership is not about making speeches or being liked; leadership is defined by results, not attributes.”

Peter F. Drucker



“As Vice President of the University, I believe that to lead in an efficient and effective way, I had to demonstrate the ability to consistently individualize instruction to establish corporate, and professional relationships with my colleagues, whether faculty or staff. I am committed to professional ethics and high standards of practice. For leaders to succeed in tough times and critical situations, they have to get accustomed to working in a multicultural environment that emphasizes inclusion.

Since I have started my career in education, I felt passionate about helping graduate students develop their careers and assist them in structuring pathways to adapt in today’s fast changing and brutal business environment. No one can grow and get to the top alone! I am always keen to consider the individuals’ condition, study the factors that affect their work and help them to solve their problems. I work with the team and give them individual and collective responsibilities in order to acquire the skills and accomplish their objectives that are adequately aligned with AUCE objectives.”

“The price of greatness is responsibility.”

Winston Churchill

Dr. Rania KARAM



Dr. Rania Karam is the Vice President for Academic Affairs (VPAA) and the Dean of the Business Faculty at the American University of Culture and Education – AUCE. She holds a PhD in Management – Business Administration (2012). She is an Associate Professor and a business researcher – in the fields of human resources, corporate social responsibility, and quality management. She has a number of publications in international journals. Dr. Karam is the author of the academic textbook “Introduction to the World of Business” which is adopted in many universities. She is a certified professional coach, certified Neuro Linguistic Programming (NLP) practitioner, and a licentiate fellow of the Institute of Training and Occupational Learning (ITOL) – UK – since 2009. Dr. Karam has been active in the academic field since 1994. She occupied previously the position of chairperson of the management and international management department. She is also a managing partner of Pro Innovation Network sarl (PIN), a training and consultancy firm, since 2008.

"Don't tell people how to do things, tell them what to do and let them surprise you with their results."

George Patton

"Since the day I joined AUCE in 2015 as Dean of the Business Faculty, and after that as VPAA, I have been committed to excellence. I totally believe that leaders pave their own way to distinction. In this dynamic and complex environment, to succeed, leaders need to be goal-oriented but at the same time people-oriented. When setting goals, leaders make sure to choose them challenging enough to inspire and motivate every member of the team to be willing to do this extra mile and extra effort towards achieving the objectives. For me, one of the essential leadership qualities is the possession of honesty. Honesty is expected from leaders to garner trust and respect from people for reliability.

Moreover, active listening is an excellent quality to have when it comes to leadership. Good leaders listen to people with great attention and sincerity. It helps them understand people and their perspectives. I totally believe also that the ability to delegate effectively is a good leadership quality. A good leader knows how to delegate wisely and make the best out of it. Delegation is central for maximizing productivity and team performance. On the other hand, good leaders are self-disciplined and have good time management skills. They also encourage a culture where people are disciplined. Finally, every leader has an urge to lead, inspire, and contribute to the greater good. The best leadership style depends on the situation; therefore, being able to adapt in a changing environment is the key to success."



"Keep your eyes on the stars, and your feet on the ground."

Theodore Roosevelt

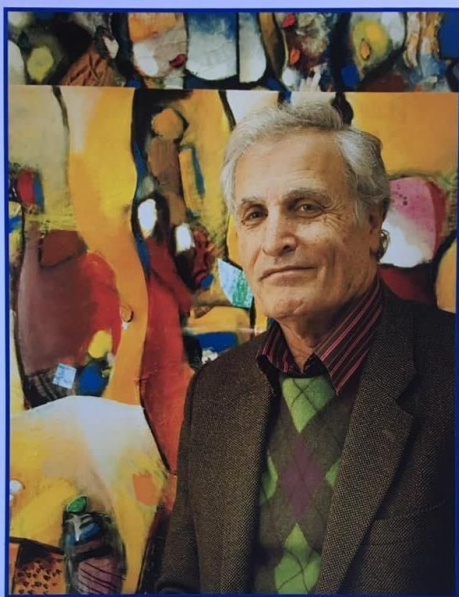
Dr. Adel KOUDAIH

Dr. Adel Koudaih is the Dean of the Fine Arts Faculty. He is a visual artist and a scholar in visual arts and artistic education. He made about 1200 pieces of art including crafts, expressive art and abstract between. He got his PhD of Visual Arts from Paris University VIII, in 1988. He held the positions of the head of arts department, supervisor on continuous training, and coordinator as well as instructor of arts training courses at the Educational Center of Research and Development. He held the positions of the president of Lebanese Artists Association for Drawing and Crafts 2002-2007 and a member of the Committee for the Study of Arts Candidates' Applications to approve them in the Higher Doctoral Institute-Lebanese University-Beirut. He held 18 individual exhibitions, so far, in Paris, Beirut and Damascus and participated in dozens of collective exhibitions in Lebanon and the Arab and Western Worlds. Last but not least, he wrote many educational and academic books, the last was: Lebanese Approach to Modern Visual Art 1975-1985.



"A leader is one who sees more than others see, who sees farther than others see, and who sees before others see."

Leroy Eimes



ADEL KOUDAIH
LATENT EXPRESSIONS

"Perfection is not attainable, but if we chase perfection we can catch excellence."

Vince Lombardi

"Leadership in artistic management partially differs than that in the other domains, in terms of being centered around accomplishing aesthetic and technical objectives, alongside with the scientific and educational ones. Thus, leadership in this domain should be accurate, cautious and creative. It should also go beyond some strict administrative standards. However, it still has something in common with the other domains as it is considered the process through which the team members' interest is grabbed, their energies are employed and their qualities and their artistic and educational specialties are respected. Leadership in artistic management is also the process through which a leader can affect the thinking of others and direct their behavior, by having cognitive skills, practical assessment and technical skills, and creative character. These skills allow the leader to make the right decisions and forward them to his/her team while providing love and respect in one hand, and strictness and accuracy in the other; to respect the team members, deal with them according to their competencies, and consider their tendencies, desires and conditions; and to engage the team in making some artistic and aesthetic decisions, each based on his/her artistic and aesthetic perspective and his/her specialty."

Dr. Abbass NASSER



Dr. Abbass NASSER became Dean of the Faculty of Arts and Science at AUCE in 2018. He also holds the post of Director of Research and Development since March 2018. He received the B.Sc. and the M.Sc. in Electronics from the Lebanese University, and the Ph.D. degree in Digital Communication from the Université de Bretagne Occidentale, France in 2016. Between 2017 and 2018, he has been post-doc researcher at Ensta-Bretagne, France, where he has become a Research Fellow since 2019. In 2020, he was a Visiting Professor at Polytech-Nantes – France. In 2021 he was a Visiting Researcher at LabSTICC – UBO, France. He is the supervisor and/or the co-director of 8 (defended and in-progress) PhD projects in collaboration between AUCE and French Universities. He has more than 60 research papers published in international journals and conferences. He serves as guest editor at Sensors Journal and Academic Editor at Electronics Journal. He serves as reviewer for several IEEE, Elsevier, Springer and MDPI Journals. His current research interests include the development of telecommunication and the computing techniques for Beyond-5G and 6G technologies.

“Good leadership consists of showing average people how to do the work of superior people.”

John D. Rockefeller

“I always meet with the faculty members to discuss how we can improve our academic performance in pursuit of better results. As the Dean of the Faculty, I assure the continuous commitment of the faculty to provide students with an efficient journey of acquiring knowledge in computational, networking and communication, and linguistics sciences. The Faculty aims to build the capabilities of students who will lead our future to advance our country, and to ensure sustainable development. To proceed with our vision in attracting high expertise to our faculty, we are developing our relationships with local and international partners. In addition, we are excited to develop the research work of our academic staff and to include our students in our high impact researches whose goal is to tackle the challenges of the community.

As the Dean, I’m keen to apply the university goal in delivering high academic service and ensuring the well-being of the academic teams. I’m also keen to ensure the healthy environment and to provide the students with the necessary skills and knowledge not only to perform well in the job market but also to create new opportunities.

Implementing our success depends on the academic and administrative staff of the faculty. I’m grateful for every instructor, staff, student, and alumni who are supporting us and helping realize our mission.”

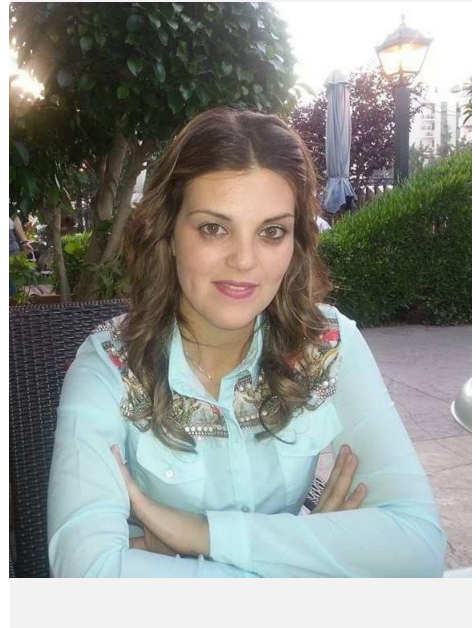


“Leadership is the capacity to translate vision into reality.”

Warren Bennis

Dr. Lina NACHABE ISMAIL

Dr. Lina Nachabe Ismail is Director at AUCE Koura Campus and the head of Computer Science Department. She received her Engineering degree in Telecommunication from the Lebanese University in 2007 and her Ph.D. degree in Computer and Networking from Telecom Sud Paris, France, in 2015. She is an assistant professor at AUCE and the Lebanese University. She is a research fellow at Telecom Sud Paris. She supervised more than 20 engineering projects and won the first prize at the Best Engineering Final Year Project organized by the Order of Engineering. She (co)supervised MS and PhD theses, and contributed in several IEEE ComSoc events and published her work in international IEEE, ACM and Springer conferences and journals. She has been a reviewer in IEEE conferences and journals for her expertise in IoT and semantic techniques. Dr. Nachabe is a Member of ETSI Smart BAN and SAREF for Health Groups. She contributed in OneM2M, CareWare and SEASE European projects for unified data/service modeling. Her research includes multi-agents service architecture, interoperability management, and ontology conception for IoT systems.



“Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish.”

Sam Walton



“As Koura Campus director, I started to perceive the university in a different manner. Engaged in overseeing the daily operations at the campus, evaluating student services and employees' performance, and marketing the university, these points pushed me to set clear vision and goals to achieve with the employees' assistant.

I always focus on communicating with them, appreciating their achievements, understanding their stress and fears, especially in our actual situation, motivating them to develop new skills, as well as assisting them in new duties.

Since AUCE is always developing new services, we—at Koura Campus- are ready to achieve these goals with enthusiasm and dedication to our university.”

“Leadership is influence.”

John C. Maxwell

Dr. Hussein NABULSI



Dr. Hussein Nabulsi is currently the Campus Director at AUCE Nabatieh and the Head of Business Department. He is the founder and owner of several educational, commercial and service companies.

In 1997, he graduated from the Lebanese University (Major Accounting & Finance). In 2001, he obtained a second Bachelor degree in Management & Marketing. After several years of teaching and studying, he got his MBA degree and then his Ph.D. degree in Management of National Economy from the Central UK National Technical University (CNTU) in 2018 – dissertation title: The Mechanism of Regulations of PPP in Social Sphere. He is a supervisor and jury member for several MBA projects. He participated in several workshops and training programs, prepared many seminars, and presented numerous papers in different local and international conferences about modern economy and role of globalization and innovation in development.

“An organization’s ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage.”

Jack Welch

“I am grateful for the opportunity to pass along the vision of the founder of AUCE Dr. Amjad Nabulsi: “Education Has no Limits, Education is a right for All”.

Our successes in life and possibly our failures too are a result of effortful learning combined with acquired job experience, which is, the ultimate combination for success. Thus, your choices and experiences will define the person that you are.

I trust that my educational leadership and management experience since 2001 will support the tireless efforts of the dedicated team to strengthen the community and to serve our students and their families to the best of our abilities. No challenge is too big, if we remind ourselves daily about what we are doing, why we do what we do and the common vision among us and our students.

Our leadership process depends on triangle efforts and transition; it requires us to be very mindful of the different needs of our students, parents and staff.

I put the needs of others in front of my own, looking to improve in spite of the bad economical, health and sociocultural pressures.

I totally believe that directors must have the role of nurturing and sustaining a culture and an instructional program conducive to learning and staff development. The collaboration with all managerial levels, students, instructors and diverse communities will serve and lead to success.”



“Leadership is practiced not so much in words as in attitude and in actions.”

Harold S. Geneen

Dr. Oussama ZAHWE

Dr. Oussama Zahwe is the Campus Director at AUCE Tyre and the Head of the Computer Science Department. He received his Master's Degree in Telecommunication and Microwave from Paul Sabatier University (France) in 2005. In 2009, he received his Ph.D. degree in Telecommunication and Microwave Engineering from Telecom Saint-Etienne (France). Between 2008 and 2010, he was a researcher and lecturer at Telecom Saint-Etienne, France. Since 2011, he is an assistant professor at AUCE University. He coordinated several MS and Ph.D. research projects. He has published more than 25 journals and conference papers. His research activities are about Microwave and High-Frequency Components, the Internet of Things (IoT), Artificial Intelligence (AI), and wireless sensor networks (WSN).



"A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and the integrity of his intent."

Douglas MacArthur



"I start with the premise that the function of leadership is to produce more leaders, not more followers."

Ralph Nader

"I usually do my best in the ambiance of leadership based on humane management philosophy (or management by love). It is a management philosophy according to the appreciation of employees, instilling confidence in them, taking into consideration their social and psychological conditions, while striving to give them opportunities to develop themselves to give their best. Love is showing concern for the other and trying to understand his position and circumstances. Management with love is humane management. And taking into account others requires the presence of professionalism to control productivity, effectiveness, and efficiency under the slogan: No to idleness!... Not to be exploited!... No to chaos!..."

Management by love or what is widely known as "humane management" needs high emotional intelligence, human progress prevails in the relations within our university, professional, and sound human and intellectual convictions. I totally believe that management is an art! The artist manager is the one who balances his managerial style in order to achieve the goals in the best possible way."