

**FAISAL AMIN**  
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## SUMMARY

Faisal Amin is a director in BRG's Higher Education practice who facilitates market leadership and client relations nationally and internationally. He is a trusted advisor in the higher education community and a leading voice with regard to benchmarking, innovation, and transformation.

Mr. Amin supports and advises academic institutions on mitigating some of their toughest challenges. With more than twenty-two years of experience, he has served a range of clients in the higher education, energy, finance, healthcare, manufacturing, technology, and government markets.

As a practice leader, Mr. Amin leads large, multifunctional transformational projects and research studies that encompass a wide range of services. His most recent studies have focused on aspects of academia including strategy, innovation, education, workforce development, stakeholder coordination, information sharing, and institutional culture.

As a thought leader, Mr. Amin participates in speaking engagements around the world and has been interviewed and quoted in a number of international business and trade publications. He was awarded a Congressional Recognition Certificate by the US House of Representatives for his "Dedicated Public Service and efforts to Promote International Trade Policy and Business Advocacy."

## EDUCATION

BA  
Finance, Marketing, Spanish

University of Houston, 1996

## Additional Coursework

Analyzing Global Trends for Business and Society  
International Organizations Management  
Critical Thinking in Global Challenges  
Managing Project Risks and Changes

University of Pennsylvania  
University of Geneva  
The University of Edinburgh  
University of California, Irvine

## **PRESENT EMPLOYMENT**

### **Berkeley Research Group, LLC**

Director, Higher Education, Strategy and Research, Berkeley Research Group

## **PREVIOUS POSITIONS**

InSource Advisors, Managing Director, 2005–2014

- Advised client companies to look at strategy from the "outside in". Specialized in Organizational Change Management, Human Resource and International Trade Advisory Services.
- Partnered with client organizations to identify human resources solutions that provide a competitive advantage when it comes to attracting and retaining your most important resource – their people!
- Provided clients with the expertise and support required to build and maintain a comprehensive and legally compliant human resource function. Led group of client employees serving/supporting core business areas in human resources, retail operations, and customer relations by developing, supporting and formalizing operational policies, procedures, plans and systems.

UHY Advisors, Consultant, 2013–2014

- Provided strategic, and tactical advisory services to middle and large market clients by delivering organizational, change-management assistance, process analysis, strategy development, and operational improvement services.

Rico's Restaurant Group, VP Human Resources & Marketing, 2010–2014

- Lead the Human Resources function while establishing solid business partnerships and driving functional excellence. Direct responsibility for the 400+ employees for the nine business units in Harris and Montgomery counties. Developed, implemented and validated Human Resources programs, policies and initiatives aligned with short and long-term business plans. Fostered a culture in the organization that promoted employee involvement and engagement and a passion for customer excellence.
- Directed and worked side-by-side/hand-in hand with staff in the complete restructure and design of the business units' operational and HR needs. Coordinated the activities, programs and

strategic operational plans of other departments throughout the corporation and managing the budget and other financial measures of the Human Resources Department.

Gevity HR/TeamStaff, General Manager, Southwest Region, 2001–2005

- Day-to-day operational leader, reporting to CEO, managed P+L, and directed entire operations of sales and customer service including all pre- and post-sales customer contact. Delivered revenue, maintain customer satisfaction, and ensured 80%+ client retention.
- Managed key human resources business practices including employee relations, compensation and benefits, training and development, recruitment and retention strategy, performance management, succession planning.

American Productivity & Quality Center, Energy Benchmarking & Knowledge Management, 1998–2001

- Drove sustained viability/strength by developing and enhancing technologies, managerial processes, and physical resources. Helped developed benchmarking, knowledge management (KM) and HR strategies for client companies. Facilitated access to and sharing of corporate knowledge through KM systems. Developed and exceeded key targets and plans for growth and profitability.

Energy Benchmarking Association, Sr. Associate, Deregulation, 1996–1998

- During the early days of de-regulation, led the team that helped Duke Energy Expand into South America. Met the challenge to evangelize the market space, educate the prospect, and get the members to participate in the association.
- Helped build association from a 60 members to over 3000 corporate members by broadening distribution, opening new channels, and delivering world class technical support. Grew sales 400% the first year, with International contributing 20% of all sales.

## **PROFESSIONAL AWARDS, RECOGNITION, AND PRIZES**

2006 US House of Representatives, Congressional Recognition Certificate for Dedicated Public Service and Promotion of International Trade Policy and Business Advocacy

## REPRESENTATIVE ENGAGEMENTS

**Oceanering International: Global Employee Restructuring (2013–2014).** Helped through processes involving major international realignments, complex outsourcing and insourcing arrangements, and pre and post-merger/acquisition integrations. Helped develop a flexible approach, providing teams or single points of contact appropriate to the deal. Assisted in complex cross-border outsourcing deals, often bringing together people transfer issues across countries where the approach to the automatic transfer of people differed significantly.

**EEOC Compliance & Hearings (2005–2012).** Represented various clients during the federal EEO process (both informal and formal complaint stages), before an administrative judge in the EEOC hearing and other administrative agencies investigating discrimination complaints. Also represented clients at the settlement negotiation and mediation conference at the EEOC or during the information process in the federal EEO process.

**Paradyme HR: Company Acquisition (2006–2007).** Part of strategic team that performed due diligence and pre- and post-merger support to acquire Paradyme Human Resources, a privately held technology driven Professional Employee Organization.

**Epix: Company Acquisition (2006–2007).** Part of strategic team that performed due diligence and pre and post-merger support to acquire Epix, a Professional Employee Organization.

**NiSource: Knowledge Management & Business Strategy Development (2010–2012).** Validated the knowledge management approach, high level business process, defined the governance and change model, provided the outline technical feasibility and costing, and jointly worked on producing an overall transformation plan. Undertook a large number of one-to-one interviews with senior stakeholders, partook in other partners' workshops, and led a number of workshops. Also led a number of sessions to explore aspects of the business case and develop the strategy.

**Damus Oil: Process Framework Creation (2006–2008).** After acquiring several autonomous organizations, Damus Oil needed to consolidate its business processes. An industry leader in operations, construction, and maintenance services, the organization had to establish a unified process for each of its key services through the use of a framework that was applicable across the enterprise. Engaged internal subject-matter experts, created centers of excellence, and built and

customized a new process management methodology. As a result, the rapidly growing organization enabled itself to standardize, centralize, frame, and map its processes and capabilities.

**ADNOC: Process Classification Framework (2007–2009).** The Abu Dhabi National Oil Company (ADNOC) is the state-owned oil company of the United Arab Emirates. It is considered to be the world's fourth largest oil company with access to country's oil and gas reserves. Advised and assisted ADNOC in implementing a Process Classification Framework across the enterprise to aid in content management, risk management, and benchmarking. Customized the PCF so that its process hierarchy matches the reality of its work and also facilitates benchmarking.

**Duke Energy: Compensation Planning (2006–2007).** Developed new performance compensation program—structure development, management guides and training, distribution curve, common review, and new survey participation. Formulated management incentive programs. Reconstructed field operations incentive program, which greatly improved performance/morale.

**Marriott Hotels: HR Advisory (2001–2005).** Partnered with middle and line management in the business practice, focusing on providing comprehensive HR advisory and consultancy service. Managed operational human resources—related issues, including development and communication of policies, LR compliance, benefits administration, training administration, human resources reporting and coordinating in recruitment process, employee relations, performance management processes, and HRIS.

**RS Staffing: Company Acquisition (2002–2003).** Part of strategic team that performed due diligence and pre- and post-merger support to acquire RS Staffing, a contract staffing company that provided medical staffing and support services to the federal government and private enterprises.

**BP: Knowledge Management Strategy Development (1999–2002).** As a Principal Consultant, built consensus with CEO and executive team to hold the first long-range global strategic planning session in several years. Personally facilitated the strategy ideation process—helping the 30 top global leaders to connect previously unrelated notions and challenge embedded thinking to develop fresh strategies to grow the Knowledge Management strategy.

**Exelon Corporation: HR Strategy Development (1999).** As a Lead Human Capital Consultant reporting to the Regional CEO, helped, designed, and directed the company's human resources strategies, policies, and practices. Facilitated critical corporate initiatives including strategic planning,

leadership development, talent evaluation, talent acquisition, talent management, compensation, employee engagement, employee relations, and compliance.

**Shell E&P: Human Capital Strategy development (1998–2001).** Helped, designed, and developed the company's human resources strategies, policies, and practices. Facilitated critical corporate initiatives including strategic planning, leadership development, talent evaluation, talent acquisition, talent management, compensation, employee engagement, employee relations, and compliance.

## **PROFESSIONAL AFFILIATIONS**

Member, Society of Human Resources Management, 2001–present

Member, American Association of Community Colleges

## **BUSINESS AND NOT-FOR-PROFIT AFFILIATIONS**

### ***Prior***

Advisor, Office of Strategic Water Initiatives, State of Texas

Advisor, Asian American Studies Center, University of Houston

Board of Advisors, Asian Chamber of Commerce

Chairman-Legislative Committee, Greenspoint Chamber of Commerce

Chairman of the Board, Houston West Chamber of Commerce Advisor, Miller Outdoor Theater

Advisor, Texas A&M University, International Advisory Board Board Member, South Asian Chamber of Commerce

Board Member, Texas Workforce Development Board

Board Member, International Export Academy, US Department of Commerce and Houston

Community College

Board Member, Leadership Montgomery Country

Board Member, Montgomery County Hispanic Chamber

President, Texas Trade Council

Honorary Investment Consular, Government of Pakistan

***Present***

Member, US-Mexico Chamber of Commerce, 2017–present

Houston West Chamber of Commerce, 2013–present

Advisor, Arthur Lok Jack Graduate School of Business, Trinidad, 2011–present

Advisor, Board Member, Consular Corps of Houston, 2006–present

**COMMENTS, OPINIONS, EDITORIAL MATTER, AND PUBLISHED INTERVIEWS**

- “Interview” in *Houston Chronicle*, Economic Snapshot and Forecast, How Houston Will Weather the Storm, August 2008
- “Interview” in *Houston Chronicle*, Economic Snapshot and Forecast, Rebound Has Little Bounce for Some, October 2010
- “Interview” on Houston Public Media, How Important Is NAFTA for Texas, Houston?, May 2017

As a thought leader in the International business field, Faisal has been interviewed and quoted in a number of international business and trade publications.