DR. HASSAN M. ABDULHAQQ

Global Human Resources Executive

People Operations, Talent and Culture • Advisor to CEOs and Executive Leadership Teams • Author, Keynote Speaker, Faculty

30+	4,000+	40%	600+	200+	32 states
years of HR leadership	employees in U.S., U.K. and Canada	better first year retention	hires in five months, 28% faster	executive placements sourced globally	plus U.K. and Canada as keynote speaker

EXECUTIVE BIO

Dr. Hassan M. Abdulhaqq is a global human resources executive and C Suite advisor with more than 30 years of experience building and leading HR for financial institutions, healthcare organizations, and international nonprofits. He has served as principal HR advisor to chief executives and executive leadership teams, led people operations for workforces of more than 4,000 employees across the United States, the United Kingdom, and Canada, and built HR functions that tie talent strategy directly to business results.

As **Global Head of Human Resources (Interim) at The Fedcap Group**, an international nonprofit network, Dr. Abdulhaqq architected the HR infrastructure behind organizational expansion into the U.K. and Canada, led an enterprise wide Oracle HRIS migration, managed multi union collective bargaining agreements, and built a globally distributed HR team across three countries. Earlier, as Senior Director of Talent Acquisition, he raised management retention by 34% and team member retention by 74%, and redesigned onboarding into a six month journey that made new hires productive 35% faster and improved first year retention by 40%. He continues to serve as senior consultant to Fedcap's C Suite, where he filled more than 600 clinical, professional, and leadership positions in five months and harmonized policies, total rewards, and HR processes across three countries, cutting compliance incidents by 40%.

His foundation is in global financial services. As **Vice President of Recruiting for Citibank's Global Banking and Markets** business, he led recruiting across 60+ U.S. branches and markets in Europe, Asia, Latin America, and India, sourced more than 200 hard to fill executive positions worldwide, and increased internal mobility by 60%. He previously served as **Vice President of Learning and Professional Development at Apple Bank for Savings** and as the **founding Chief Human Resources Officer of Bethpage Federal Credit Union**, where he built the HR function from the ground up for more than 500 employees.

At **AHRC Nassau**, a $200M+ organization with 2,500+ employees, he served as **Vice President of Talent Acquisition, Development and Engagement**. He modernized HR from paper based systems to a cloud platform, cutting administrative cycle times by 40%, established a skills based talent development and succession planning framework, served as Head of HR for Advantage Care Health Centers, and maintained compliance across multiple state regulatory agencies.

Dr. Abdulhaqq is also a recognized voice on leadership and culture. He is the author of *The EQ Connection* and co author of *Catalysts for Care*, and the creator of the EQ CQ Synergy Framework, which pairs emotional and cultural intelligence to help leaders perform across borders and differences. He has delivered keynotes across 32 U.S. states, the United Kingdom, and Canada, developed international curriculum for Universitas Pelita Harapan in Indonesia, and trains executives and workforces in AI literacy. He teaches human capital management at Columbia University and New York University, and holds a Ph.D. in Organizational Behavior.

FIVE CORE COMPETENCY PILLARS

- **Global HR Strategy and Workforce Alignment:** Multi country people operations, HR infrastructure for international expansion, EOR and global payroll.
- **Organizational Design, Transformation and Change:** HR integration across combined organizations, policy harmonization, and culture alignment.
- **Talent Acquisition and HR Technology:** Global talent leadership, high volume hiring, and HRIS modernization (Oracle, Workday, Greenhouse, BambooHR, ADP).
- **Leadership Development and Succession Planning:** Leadership series of 20+ courses reaching 3,000+ employees, executive coaching, and succession frameworks.
- **Total Rewards, Labor Relations and Compliance:** Compensation and benefits strategy, multi union collective bargaining, and multi jurisdiction regulatory compliance.

EXECUTIVE CAREER

- **The Fedcap Group** • Senior Consultant to the C Suite, May 2024 to present
- **HMA Consulting & Motivations, LLC** • Founder and Principal, 2008 to present
- **AHRC Nassau** • Vice President, Talent Acquisition, Development and Engagement, 2020 to 2024
- **The Fedcap Group** • Global Head of Human Resources (Interim), 2018 to 2020; Senior Director, Talent Acquisition, 2015 to 2018
- **Citibank, Global Banking and Markets** • Vice President, Recruiting, 2010 to 2015
- **Apple Bank for Savings** • Vice President, Learning and Professional Development, 2004 to 2010
- **Bethpage Federal Credit Union** • Founding Chief Human Resources Officer, 1992 to 2004

EDUCATION

- **Ph.D., Organizational Behavior** • University of Phoenix
- **Master of Business Administration (MBA)** • Long Island University
- **Bachelor of Science (B.S.), Human Resources** • Adelphi University

FACULTY APPOINTMENTS

Adjunct faculty at **Columbia University** (School of Professional Studies, Human Capital Management) and **New York University** (School of Professional Studies, 15 years), teaching SHRM related coursework in recruitment, selection, HR shared services, and employee relations. Also teaches at Manhattan University, Stony Brook University, Vaughn College, Medgar Evers College, and Webb Institute, and serves as a doctoral mentor at Capella University.

BOARD SERVICE

- **Member, Board of Directors** • SHRM Long Island
- **Vice President of the Board** • Children's Home of Kingston

AUTHORED BOOKS & PROPRIETARY FRAMEWORKS

- **The EQ Connection: Transforming IDD Support Through Emotional Intelligence:** Sole Author • Groundbreaking leadership methodology for healthcare, human services, and IDD environments.
- **Catalysts for Care: Transforming Talent, Performance & Retention:** Co Author with Aishah Saunders • Strategic talent architecture and burnout mitigation blueprint for care workforces.
- **The EQ CQ Synergy Framework:** Proprietary methodology pairing Emotional Intelligence (EQ) with Cultural Intelligence (CQ) to elevate executive performance across multinational workforces.
- **Proprietary Leadership Models:** Creator and intellectual property owner of the **LISTEN** (Active Engagement and Trust), **CALM** (Crisis and Change Stewardship), and **RESPECT** (Workforce Dignity and Retention) enterprise leadership models.

HONORS & RECOGNITION

- **Bronze Stevie Award:** HR Executive of the Year, American Business Awards (2014 and 2017)
- **Long Island Business News:** One of Long Island's 50 Most Influential Men (2012)
- **CIO Views Magazine:** The 10 Most Influential HR Executives to Watch in 2023
- **IE Magazine:** Top 10 Inspiring Leaders (2023)
- **ARC NCE:** Distinguished Professional Rising Star Award (2023)
- **Stephen Shank Recognition Award:** Capella University (2014)
- **ICMS:** Innovator Award

SHORT EXECUTIVE BIO (FOR INTRODUCTIONS, PROFILES AND KEYNOTES)

Dr. Hassan M. Abdulhaqq is a global human resources executive with more than 30 years of leadership across financial services, healthcare, nonprofit human services, and higher education. A former Interim Global Head of Human Resources, founding Chief Human Resources Officer, and senior advisor to executive leadership teams, he has led and supported HR organizations serving workforces of more than 4,000 employees across the United States, the United Kingdom, and Canada. His experience includes multi country HR operations, workforce strategy, talent acquisition, policy harmonization, HR technology modernization, leadership development, and executive advisory work. He is the author of *The EQ Connection: Transforming IDD Support Through Emotional Intelligence* (sole author), co author of *Catalysts for Care: Transforming Talent, Performance & Retention* (with Aishah Saunders), and owner of the EQ CQ Synergy Framework alongside the LISTEN, CALM, and RESPECT leadership models. He is a two time Stevie Award winner for HR Executive of the Year and a faculty member at Columbia University and New York University.

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