

# DR. SAID KAMMAS,

PhD, CMC®, IRCA® QHSEE&IS\*  
CONSULTANT – AUDITOR – COACH



## Profile

- CMC®\* Senior Consultant in Organization Management
  - IRCA®\*\* certified Quality Auditor in ISO 9001 (Quality), 14001 (Environment), 45001 (Safety), 27001 (IT security) and 50001 (Energy) standards;
  - Professor – Researcher in Management Sciences;
  - Sworn expert in commercial matters
  - Integrated Management System Manager;
  - Evaluator of scientific publications;
  - Trainer – Support in QHSE Management, Projects, Transport & Logistics;
  - Former Educational Director, Studies and Projects, Development in Higher Education and Professional and Continuing Training
  - Professional Coach in Professional Development & Life Coach;
  - Associative Actor (Human Development, General Studies and Surveys).
- \* : Quality, Health, Safety, Environment, Energy and Information Systems  
\*\* : Consultant Management Certified  
\*\*\* International Register of Certificated Auditors

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<http://revues.imist.ma/?journal=RERLED>

Born on 06/21/1977, Married (two children)

## Areas of intervention in support and advice

- ✓ Piloting and Management of projects
- ✓ Management of Teaching and Education Establishments (Higher, Professional Training, Fundamental Education),
- ✓ Service Providers (Transport, Warehouse Logistics, Facilities Management, etc.)
- ✓ Consulting offices and services to Organizations (private and public);
- ✓ Large distribution;
- ✓ Industry (Cabling, Clothing, Optics);
- ✓ Management of Associations;
- ✓ General process management (HR, Purchasing/Supply, Stock management, Finance, Strategy, Marketing/Commerce, Communication);
- ✓ Safety Management (Ergonomics, Gestures and postures, Occupational Health, Fire, PPE, Occupational Risk Assessment, Safety Protocols), Gestures and postures, Occupational Health, Fire, PPE, Professional risk assessment, Safety Protocols)

## Professional experiences



Since 09/2017 – today: Founder - Managing Director and Senior QHSE Consultant at International Center for Management, Business, Consulting, Studies and Training "CIMACEF", (Private organization Consulting and Services to Organizations), [www.cimacef.com](http://www.cimacef.com)

- Missions :
  - Development and Launch of Consulting and Business projects throughout Morocco,
  - Planning, Steering, Control of the various change management projects and implementation of management systems according to ISO standards:
    - ISO 9001, quality management system
    - ISO 14001, environmental management system
    - ISO 45001, occupational health and safety management system
    - ISO 23485, quality management system for medical devices
    - ISO 21001, quality management system for education and training establishments
    - ISO 50001, Energy management system

	<ul style="list-style-type: none"> <li>- Managerial, Technical, Commercial and Strategic Assistance for the achievement of Customer Objectives</li> <li>- Interventions in Consulting, Support in the implementation of management and information systems</li> <li>- Sworn expert in commercial matters</li> </ul>
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	<ul style="list-style-type: none"> <li>➤ <b>Since 09/2009 – today: Director of Development and Permanent Professor – Researcher at Business Management High School Group (BMHS), (Private body for higher education, Professional training and business services), <a href="http://www.groupebmhs.com">www.groupebmhs.com</a></b></li> <li>➤ <b>Since 10/2009 – 08/2017: Director of Studies and Projects / Permanent Professor – Researcher at the Business Management High School Group (BMHS), (Private body for higher education, Professional training and business services), <a href="http://www.groupebmhs.com">www.groupebmhs.com</a></b></li> </ul> <p><b>Principals missions :</b></p> <ul style="list-style-type: none"> <li>- Coordinator of the French delocalized state diplomas: Professional degree " Management of logistic systems " of the IUT de l'Oise (France) and Master 2 " eLogistique Supply Chain Durable " of the University of Versailles (France).</li> <li>- Development of the Group's Research and Development strategy,</li> <li>- Development and management of Group projects (pedagogical, organizational, IT),</li> <li>- Implementation and maintenance of the Quality Management System in accordance with the requirements of the ISO 9001 standard,</li> <li>- Pedagogical engineering and design of study programs (Management &amp; Transport / Logistics),</li> <li>- Training engineering and intervention in continuing education,</li> <li>- Management of development projects for the benefit of companies (Advice, Audits, Support and Training)</li> <li>- Development of partnership relations with public bodies (universities, academies, offices, etc.), private bodies (companies) and independent bodies (professional associations and NGOs),</li> <li>- Professional coaching of young people, for effective professional integration (Professional and Personal Plan)</li> <li>- Professional coaching of professionals, for maximum performance in their professional environments.</li> </ul>
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<b>FREELANCE</b>	<ul style="list-style-type: none"> <li>➤ <b>Since 2003 – 09/2009: Trainer – Independent Consultant (freelance) in Logistics, Security and Management.</b> <ul style="list-style-type: none"> <li>• <b>Service offer :</b> Training, Consulting, Personal coaching, Support for business projects, Senior supervision of professional theses and research projects in management sciences, Educational and training engineering, General studies, support for quality certification ISO 9001 standards</li> <li>• <b>References :</b> Public and private higher education establishments; Public and private vocational training establishments; Consulting Firms, Companies in the Industrial and Transport &amp; Logistics sector.</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>➤ <b>Since 09/2002 - 09/2009: Trainer - Advisor to THE OFFICE FOR PROFESSIONAL TRAINING AND PROMOTION OF WORK "OFPPT" (Public body for professional training), <a href="http://www.ofppt.org.ma">www.ofppt.org.ma</a></b></li> <li>➤ <b>Establishment:</b> Specialized Institute of Transport &amp; Logistics – Tangier <ul style="list-style-type: none"> <li>• <b>Sectors:</b> Transport &amp; Logistics Operation</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>➤ <b>10/1999 – 11/2001: Financial Supervisor</b> within the company <b>DELPHI AUTOMOTIVE SYSTEMS</b> (Company specializing in the manufacture of electrical harnesses and automotive accessories), Tangier, <a href="http://www.delphi.com">www.delphi.com</a></li> </ul>
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## Academic formations

	<p><b>2010-2015: Doctorate in Management Sciences, Paul Valéry Montpellier III University – Montpellier - France. <a href="http://www.univ-montp3.fr">www.univ-montp3.fr</a></b>  Subject: <b>Sustainable development practices among Moroccan logistics providers: What lever for overall performance?</b> (Mention: very honorable), <a href="http://www.theses.fr/2015MON30033">http://www.theses.fr/2015MON30033</a></p> <p><b>2007-2008 : Double degree training:</b></p> <ul style="list-style-type: none"> <li>• Professional Master in “<b>International Trade</b>” from the Institute of <b>Business Administration (IAE) – Perpignan - France. <a href="http://www.univ-perpignan.com/iae">www.univ-perpignan.com/iae</a></b> (Major de promotion)</li> <li>• Graduate Diploma in “<b>Transport and Logistics Engineering</b>” from the <b>Superior School of Technical Sciences and Management (SUPTEM) – Tangier, Morocco. <a href="http://www.bmhs.ma">www.bmhs.ma</a></b> (Major of the promotion)</li> </ul>
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- 1995 – 1999** : Moroccan State Diploma from the **National School of Commerce and Management** - Tangier,  
Sector: **Audit and Management Control**. [www.encgt.ma](http://www.encgt.ma)
- 1994 – 1995** : First year at the Faculty of Sciences – Tetouan,  
Sector : Physics and Chemistry
- 1994** : Baccalaureate in Experimental Sciences from Lycée Martil - Tetouan

## Internships and Training (professional and continuing)

- October 2023: "Water efficiency management system: understanding and implementing the ISO 46001: 2019", delivered by the Institut Marocain de Normalisation (<https://www.imanor.gov.ma/>)  

- September 2023: "ISO 27001:2022 information security management systems" ISMS "Lead Auditor" certified training course, delivered by Certi-trust (<https://certi-trust.com/>):
  - ISO 27001 Foundation, Certificate N°: CT092301101414 (issue date: 02/10/2023)
  - ISO 27001 Auditor, Certificate N°: CT092301301414 (issue date: 02/10/2023)
- September 2023: "Masterclass Managers Inter-entreprise: Artificial Intelligence in the Moroccan Enterprise, how to increase productivity tenfold", delivered by AI Crafters, <https://www.aicrafters.com/>
- August 2023: "**Cyber Security**" online training, delivered by Cisco Network Academy (<https://skillsforall.com/>). Certificate Code  

- August 2023: "**Cyber Security**" online training, delivered by the Edraak platform (<https://www.edraak.org/>).  
Certificate Code  

- April 2023 : Certified training " **ISO 50001 :2018 LEAD AUDITOR ENERGY MANAGEMENT SYSTEMS** ", delivered by Quality Academy (<https://qualityacademy.org/>). Certificate N° : 060323/ENMS0202
- March 2023 : **Qualification Consultant Management Certified CMC ®**, from "International Council of Management Consulting Institutes" CMC Global Institute (<https://www.cmcgi.org/>), Certificate number: CMCGI00077
- February 2023: "**ISO 20700:2017 Guidelines for Management Consultancy Services Training**", from the International Council of Management Consulting Institutes CMC Global Institute (<https://www.cmcgi.org/>), Certificate number: 0822/23
- November 2022: Training on "**Road Risk Management ISO:39001-2012**" organized by the United Nations Industrial Development Organization (UNIDO) in partnership with GIAC-TRANSLOG;
- October 2022: training on "**Energy efficiency in transport according to the EN 16247-4 standard**" organized by the United Nations Industrial Development Organization (UNIDO) in partnership with GIAC-TRANSLOG
- April 2021: Training « **Qualification cycle in Lead Audit according to the standards of DQS Holding GmbH** », <https://www.dqs-holding.com/>
- January 2021: Training « **Prepare for ISO 27001 certification LEAD IMPLEMENT**», led by Mr Jamal SAAD Expert in Security Management Systems and Information Systems Security, delivered by **UDEMY (International platform e-learning)**, <https://www.udemy.com/>
- January 2021: Training « **Internal audit ISO 13485 version 2016 – Medical devices — Quality management systems**», delivered by **PQB (BOURGOIN JALLIEU – France)**, <https://www.pqb.fr>
- January 2021: Training « **Preparation for ISO 13485 version 2016 - Medical devices — Quality management systems - Requirements for regulatory purposes**», delivered by **PQB (BOURGOIN JALLIEU – France)**, <https://www.pqb.fr>
- March 2019 : Qualifying training « **Preparation for certification - Project Management Professional "PMP", according to PMBOK 6th**» ([HTTPS://WWW.PMI.ORG](https://www.pmi.org/)), delivered by **CIMACEF (www.cimacef.com)** & **JMED Formation et Conseil (WWW.JMED.MA)**..
- September 2018: Certified training « **Quality Auditor International Register of Certificated Auditors - IRCA (www.irca.org), in ISO 45001:2018 standards**», delivered par **BUREAU VERITAS CERTIFICATION (WWW.BUREAUVERITAS.COM)**.
- September 2018 : Training « **Strategic Diagnosis and Training Plan** », delivered by **JMED Formation et Conseil (WWW.JMED.MA)**.

- March 2018 : Certified "*First Aid*" training, delivered by **Croissant Rouge Marocain** ([www.croissant-rouge.ma](http://www.croissant-rouge.ma)).
- February 2018 : Certified training « *Quality Auditor International Register of Certificated Auditors- IRCA* ([www.irca.org](http://www.irca.org)), in ISO 14001:2015 standards », delivered by **BUREAU VERITAS CERTIFICATION** ([www.bureauveritas.com](http://www.bureauveritas.com)).
- January 2018 : Certified training « *AUDITOR TRAINING LEVEL 3 ON THE REVISION ISO 9001 :2015, Quality Auditor International Register of Certificated Auditors - Transition to ISO 9001:2015 standards*» delivered by **BUREAU VERITAS CERTIFICATION** ([www.bureauveritas.com](http://www.bureauveritas.com)).
- January 2017: "The Skills-based approach \*APC\*, one of the levers of the national vocational training strategy 2021 + Workshop: Management guide for vocational training establishments using the Skills-based approach \*APC\*", led by an expert Morocco-Canada cooperation in the field of vocational training, at the **Ministry of National Education and Vocational Training on January 26 and 27, 2017**
- January 2016 : Training certificate under the theme "*Internal Quality Audit*", delivered by **BUREAU VERITAS CERTIFICATION** ([www.bureauveritas.com](http://www.bureauveritas.com)).
- December 2015: Training certificate under the theme "*ISO 31000:2009 Risk Management and QMS*", delivered by **BUREAU VERITAS CERTIFICATION** ([www.bureauveritas.com](http://www.bureauveritas.com)).
- November 2015: Training certificate under the theme "*ISO 9001:2015 standards*", delivered by **BUREAU VERITAS CERTIFICATION** ([www.bureauveritas.com](http://www.bureauveritas.com)).
- March 2013: Certificate under the theme « *Consultant and Educational Trainer*», by **International Center For Psychosocial Development** under the direction of Dr. Mostafa ABOUSSAAD
- January 2013 : Diploma in "*Life Coach*", from the Netherlands Training Center of Human Development
- June 2012: Continuing education in « *LEAN practice and the use of ERP as a lever for industrial performance*», carried out by the School of New Sciences and Engineering (ENSI) and led by national and international experts.
- April 2012: Diploma in "*Advisor and Educational Coach*", delivered by NLP INTERNATIONAL – European Association of NLP ([www.ia4d.com](http://www.ia4d.com))
- March 2012: Continuing education in "*Training Engineering*", carried out by the School of New Sciences and Engineering (ENSI).
- April 2011: Certificate of "*Professional Certified Trainer*", from Canada's Global Center consulting and Training ([www.cglobalc.com](http://www.cglobalc.com))
- June 2010 – January 2011: Diploma in "*Training and Human Development: Basic, Advanced & Graduation Project*", from Canada Global Center consulting and Training ([www.cglobalc.com](http://www.cglobalc.com))
- October 2010: Certified training "*Quality Auditor International Register of Certificated Auditors - IRCA* ([www.irca.org](http://www.irca.org)), in *ISO 9001:2008 standards*", delivered by BUREAU VERITAS CERTIFICATION ([www.bureauveritas.com](http://www.bureauveritas.com)).
- August 2010: Diploma in "*Professional Coach in Coaching and Human Development*", delivered by THE INTERNATIONAL ACADEMY OF TRAINING AND HUMAN DEVELOPMENT ([www.ia4d.com](http://www.ia4d.com)), and CANADA GLOBAL CONSULTING AND TRAINING CENTER, ([www.cglobalc.com](http://www.cglobalc.com))
- October 2009: Diploma in "*NLP Neurolinguistic Programming Practitioner*", delivered by CANADIAN TRAINING CENTER OF NLP ([www.ctcnlp.com](http://www.ctcnlp.com)).
- June 2009: Diploma in "*Help - Practitioner in Neurolinguistic Programming NLP*", delivered by CANADIAN TRAINING CENTER OF NLP ([www.ctcnlp.com](http://www.ctcnlp.com))
- April 2009: Diploma in "*Basics of NLP Neurolinguistic Programming*", delivered by CANADIAN TRAINING CENTER OF NLP ([www.ctcnlp.com](http://www.ctcnlp.com)).
- April 2009: Diploma in "*Life project: How to plan your life?*", delivered by AL RASHED CENTER of human development, [www.alrashed.net](http://www.alrashed.net)
- May 2006: Training under the theme "*Customs and Logistics Management at the borders of the European Union*" at the Chamber of Commerce and Industry of Tangier in partnership with the Free Zone of Cadiz and Aula Universitaria del Estrecho, (Training in Spanish)
- May 2004: Training in "*Remote Customer Relationship Management*" at the OFFPT, Tangier – Morocco
- Jan – April 2004: Improvement in *Transport & Logistics* at the Professional Training Association for Adults (AFPA), Avignon – France
- April 2004: Internship at the DARFEUILLE SERVICES Group (Transport, Warehousing, Distribution), Warehouse Service - Avignon – France.
- April 2004: Internship at the MORY TEAM Group (Messaging – Warehousing), Warehouse Service Avignon – France.
- September 2002: Training in "Professional Training Pedagogy" at the Research and Training Engineering Department, OFPPT, Casablanca – Morocco.
- March 2001: Improvement in ERP Solutions "SAP R/3 Integrated Management System" within DELPHI AUTOMOTIVE SYSTEMS, Pamplona – Spain.

## Computer science

Office tools: Windows 10 and Office 2019 and 365 environment.

Software package: Enterprise Resource Planning (ERP) Solutions:

- SAP R/3 – Finance: General accounts, Accounts receivable, Accounts payable, Fixed assets modules;
- The Complete Sybel\_Sage L500: Finance Modules, Sage Immobilization Module

Data processing tools and surveys: SPSS, Sphinx.

## Community activities

**Since December 2023: President and founding member of the association " Moroccan Association for Health Assistance, Solidarity and Social Inclusion – AMASSIS French abbreviation ",** whose aim is to provide assistance and social and health care for the underprivileged in Tangier.



**Since February 2019: President and founding member of the "Forum des cadres" association (www.forumdescadres.net);** Aiming to create a space for exchange and development between active executives in Tangier



**October 2017: President of the association "Center for Studies and Research in Logistics and Development - CERLED",** whose aim is to develop and promote research, studies and implementation of innovative practices around logistics and development.



**March 2014: President of the association "Action for development – AGID",** whose purpose is the development of various projects (social, sporting, cultural, artistic, charitable, etc.) for the benefit of civil society



## Projects and Missions



More than 12,000 Hours (cumulative) of Training, Teaching and Supervision in higher and professional establishments, public and private in Morocco and France:

- Higher School of Technical Sciences and Management "SUPTEM", Morocco
- International Institute of Logistics and Management "IILM", Tangier- Morocco
- Professional Institute of Logistics and Transport "IPLT", Casa - Morocco
- Vocational Training and Work Promotion Office "OFPPT", Tangier- Morocco
- Specialized Institute of Applied Technology – Transport "ISTAT", Tangier- Morocco
- National School of Applied Sciences "ENSA", Tangier- Morocco
- National School of Commerce and Management "ENCG", Tangier- Morocco
- Polydisciplinary Faculty "FPD", Tetouan - Morocco
- Faculty of Legal, Economic and Social Sciences "FSJES", Tangier- Morocco
- the Professional Training Association for Adults (AFPA), France



- More than 1,200 end-of-study project supervisions at different levels (Technician, Specialized Technician, Basic License and Professional License, Master's, Master's, Engineer and Doctorate)
- More than 120 quality audit missions (ISO 9001), Organizational and educational
- Management of more than 130 different projects (Business creation, Import of fixed assets, Studies, Implementation of ERP, Educational engineering, Training engineering, Management dashboards, Associations, events, etc.)
- More than 50 personal and professional coaching sessions (students, laureates, young professionals with integration difficulties, Senior Professionals with Leadership difficulties, etc.)
- Several support completed, for the implementation of Quality Management Systems (QMS) according to ISO9001, ISO 14001, ISO 45001 and RSC-CGEM standards
- Writing of several publications and scientific articles in Management Sciences

# Scientific Projects & Publications



<http://revues.imist.ma/?journal=RERLED>

**MM. JAMI J., KAMMAS S. ZENDAL S.**, Project for an academic book, subtitled "Précis du Supply Chain Management", intended for students (higher education and vocational training) and professionals interested in Transport & Logistics.  
Anticipated publication date: January 2024

**MM. KAMMAS S, KIRMI B. CHAHOUATI W.** "Quality culture in the hospital world: Case of private clinics in the Tanger - Assilah province", Center for Studies and Research in Logistics and Development (CERLED) | February 2020, Edition 2020 - Vol 1, N°2 | ISSN 2458-5890 | [www.cerled.org](http://www.cerled.org)

**MM. KAMMAS S. and ZENDAL S.**, "Sustainable urban logistics "SUL": Concepts, inventory in Tangier (northern Morocco), towards a conceptual model of implementation in developing countries), Revue des Etudes et Research in Logistics and Development (RERLED) | Edition 2017 - Vol 1, No. 1 | ISSN 2458-5890 | [www.cerled.org](http://www.cerled.org)

**M. KAMMAS S.**, "GREEN LOGISTICS: Concepts, State of play in Morocco and proposal for an implementation approach among Moroccan manufacturers and logistics providers", Center for Studies and Research in Logistics and Development (CERLED) | February 2016 Edition vol.1, No.1 | ISSN 2458-5890, [www.cerled.org](http://www.cerled.org)

**M. KAMMAS S.**, "From Sustainable Development to Global Performance: What Maturity of Practices Among Moroccan Logistics Service Providers?", Center for Studies and Research in Logistics and Development (CERLED) | February 2016 Edition vol.1, No.1 | ISSN 2458-5890, [www.cerled.org](http://www.cerled.org)

**MM. KAMMAS S. and AKHRIF A.**, "The practice of integrated management systems in Moroccan companies: What lever for the CSR of companies in the northern Moroccan region (Tangier and Tetouan cities)?", Center for Studies and Research in Logistics and Development (CERLED) | February 2016 Edition vol.1, No.1 | ISSN 2458-5890, [www.cerled.org](http://www.cerled.org)

**MM. HASBI A., JAMI J. and KAMMAS S.**, "SUSTAINABLE TRANSPORT IN MOROCCO: WHAT CONTINGENCY FACTORS FOR WHICH MATURITY LEVEL? CASE OF ROAD HAULAGE "RH" SERVICE PROVIDERS IN THE REGION OF CASABLANCA METROPOLIS", European Scientific Journal, October 2015 edition, vol.11, No.29, ISSN: 1857 - 7881 (Print) e - ISSN 1857- 7431: ESJ August Edition, (<http://eujournal.org/index.php/esj/article/view/6345>)

**MM. KAMMAS S. and ZENDAL S.**, "SAFE AND SUSTAINABLE TRANSPORT: A new stakeholder approach to TSD management (Part 2: How to use)", European Scientific Journal, Vol 10, No 5 (2014): ESJ February Edition (<http://eujournal.org/index.php/esj/article/view/2729/2581>)

**M. KAMMAS S. and ZENDAL S.**, "SAFE AND SUSTAINABLE TRANSPORT: Concepts, state of play in Morocco and proposal for innovative thinking in a safe and sustainable transport management system (TSD) (Part 1: the scientific basis)", European Scientific Journal, Vol 10, No 2 (2014): ESJ January Edition (<http://eujournal.org/index.php/esj/article/view/2605/2517>)

**MM. JAMI J. and KAMMAS S.**, "The practice of sustainable development by Moroccan road hauliers (case of the city of Tangier. Morocco) inventory, impacts on the environment and recommendations", European Scientific Journal, Vol 9, No 23 (2013): ESJ August Edition, (<http://eujournal.org/index.php/esj/article/view/1677/1666>)

Publications in progress:

- Hospital logistics in Morocco: Overview and recommendations for improvement
- Logistics costs in Morocco: an overview and recommendations for improvement by business sector
- SAFE AND SUSTAINABLE TRANSPORT Part 3: Process implementation in transport and logistics companies



Book title	<b>Sustainable development practices among logistics service providers</b>
Author	<b>Mr Said KAMMAS</b>
ISBN	<b>978-3-8416-2824-4</b>
Publisher	<b>Presses académiques Francophone</b>
Link	<b><a href="https://www.morebooks.shop/bookprice_offer_79deb0b98f54d3f139e0d73c55f338c1a9ae2030?locale=fr&amp;currency=EUR">https://www.morebooks.shop/bookprice_offer_79deb0b98f54d3f139e0d73c55f338c1a9ae2030?locale=fr&amp;currency=EUR</a></b>
Price	<b>124€</b>

Pratiques de développement durable chez les prestataires logistiques



Said Kammas  
Pratiques de développement durable chez les prestataires logistiques  
Quel levier de Performance Globale ?



**COLLECTIVE BOOK**

Book title	<b>A technical guide to transport and logistics</b>
Author	<b>Dr Jihad JAMI, Dr Said KAMMAS and Mr Sohaib ZENDAL</b>
ISBN	<b>978-9920-31-297-4</b>
Price	<b>45€</b>

• Jihad JAMI • Said KAMMAS • Sohaib ZENDAL

Précis technique en transport et logistique

1<sup>re</sup> édition

• Manuel technique  
• 27 chapitres illustrés  
• Exemples et cas pratiques

2023

**Précis technique en transport et logistique**

Le présent ouvrage est le fruit d'un travail collectif. L'accompagnement et l'encadrement de l'éditeur ont permis de réaliser un ouvrage de qualité. Les auteurs tiennent à remercier l'éditeur pour son accueil et son soutien.

Le présent ouvrage est destiné aux étudiants et professionnels du transport et de la logistique. Il est divisé en 27 chapitres qui traitent de différents aspects de la logistique et du transport. Les auteurs ont cherché à rendre l'ouvrage accessible à tous les lecteurs et à fournir des exemples et des cas pratiques pour faciliter la compréhension des concepts.

Les auteurs tiennent à remercier les personnes qui ont contribué à la réalisation de cet ouvrage.

**Jihad JAMI**  
Dr en Sciences de Gestion, Professeur à l'Université Mohammed VI de Casablanca

**Said KAMMAS**  
Dr en Sciences de Gestion, Professeur à l'Université Mohammed VI de Casablanca

**Sohaib ZENDAL**  
Dr en Sciences de Gestion, Professeur à l'Université Mohammed VI de Casablanca

## Languages

- Arabic, French : Fluent
- English, Spanish : Good command

## Hobbies

Free reading (Human development), Associative activities, Listening to video clips on youtube (Business English, TEDx, Spirituality, philosophy, geopolitics, Personal and professional development)