
CHERINE SOLIMAN

DEAN – GRADUATE SCHOOL OF BUSINESS - AASTMT

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LINKEDIN PROFILE URL

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PROFESSIONAL SUMMARY

Dr. Cherine Soliman is the Dean of the Arab Academy Graduate School of Business at the Smart Village Campus, bringing over three decades of invaluable experience to her role. A renowned expert in negotiation, mediation, and conflict management, Dr. Soliman possesses a deep understanding of negotiation dynamics and conflict resolution, underpinned by her MBA, MSc, and PhD in negotiation science from Nantes University, France. Her career is marked by a rich blend of practical application and academic rigor, encompassing fifteen years of consulting and eighteen years within academia across diverse international landscapes. This extensive experience has cultivated exceptional leadership skills and a commitment to academic excellence. Notably, her five-year tenure with the United Nations provided her with a profound understanding of cross-cultural dynamics and effective management practices. As an accomplished author in organizational peacebuilding, Dr. Soliman has significantly contributed to the field of conflict management through numerous publications, reflecting her dedication to fostering peaceful resolutions and harmony in both professional and societal spheres. Beyond her established expertise, Dr. Soliman is a fervent advocate for higher and continuous education, recognizing its transformative potential to uplift individuals and communities. She has dedicated her career to the development of professionals, understanding their direct and vital impact on organizational performance and, consequently, the national economy. By championing a culture of lifelong learning and empowering individuals with essential skills and knowledge, she strives to cultivate a workforce capable of driving innovation and sustainable growth. Driven by a profound sense of purpose, Dr. Soliman aspires to utilize her education and experience to create a positive and lasting impact on the world. With a heartfelt dedication to serving future generations and advocating for the underprivileged, she remains steadfast in her mission to contribute to a brighter, more equitable future for all.

WORK PHILOSOPHY

I am driven by a deep-seated belief in the transformative power of continuous learning and self-improvement. I see change as an essential catalyst for growth, both personally and professionally. Individuals have a responsibility to actively manage their own careers and futures, and I believe that a world with stronger, more educated individuals is a better world. My contribution to this vision lies in fostering growth through training and development. By empowering others with knowledge, skills, and the confidence to embrace change, I aim to create a ripple effect that extends beyond the individual and contributes to building more resilient, adaptable, and thriving communities.

EDUCATION

- **Associate Professor** – AASTMT (2023)
- **PhD in Negotiation** - Nantes University, France (2008 - 2011)
- **MSc Business Consulting and Research (Focus on Negotiation)** - Nantes University, France (2007 - 2008)
- **Master in Business Administration-Marketing Major** –Arab Academy for Science and Technology (2002 - 2004)
- **BA Alsun (Interpretation Studies), French Department** - Ein Shams University, Egypt (1996 - 2000)

CURRENT PROFESSIONAL PROFILE

- Dean - Arab Academy Graduate School of Business, Smart Village Campus, Cairo
- Associate Researcher - LEMNA, University of Nantes, France
- Registered Mediator - Investors' Dispute Settlement Center, Cairo, Egypt

May 2019 – Current: Dean of Arab Academy Graduate School of Business, Smart Village Campus

Responsible for educational policy and academic programs. This includes program review and improvement, accreditation and self-evaluation, assessment of student learning and advancement of student success, academic personnel decisions, budget development, enrollment management, fiscal accountability, program and curriculum development, and the encouragement and improvement of teaching and learning.

February 2016 – April 2019: Vice Dean of Arab Academy Graduate School of Business, Smart Village Campus

Under the direction of the School Dean, acting vice dean for academic and student affairs serving as the chief academic officer of the school. Responsible for educational policy and academic programs. This includes program review and improvement, accreditation and self-evaluation, assessment of student learning and advancement of student success, academic personnel decisions, budget development, enrollment management, fiscal accountability, program and curriculum development, and the encouragement and improvement of teaching and learning.

August 2012 – August 2014: Assistant Professor of Management at the American University in Dubai

Designing and teaching:

- Project Management
- International Management
- Principles of Management

2009- Current: Visiting Professor at Nantes University in France

Participate in course and training curriculum development in under-graduate and post-graduate programs. Research visits as well as course interventions in the following:

- Total Quality Management
- Principles of Management
- Cross Culture Negotiation

2007-2016: Adjunct - Assistant Professor of Management at the Arab Academy Graduate School of Business – MBA program – Cairo, Egypt

Designing and teaching:

- Negotiation Science
- Cross Culture Negotiation
- Strategic Management
- International Management
- Principles of Management

2005- 2011: Lecturer of Management at the French University in Egypt

Designing and teaching:

- Introduction to Negotiation
- Project Management
- Product Management
- Total Quality Management

- Introduction to Management
- Introduction to Marketing
- Graduation project methodology and supervision, including training of coaches

2001–2005: Employee at the United Nations – World Health Organization, Egypt

1998 -2000: Part time radio presenter at the Egyptian Radio and Television, Egypt

KEY SKILLS

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|--------------------------------|---------------------------|
| • Negotiation & Mediation | • Strategic Thinking |
| • Conflict Management | • Training & Facilitation |
| • Cross-Cultural Communication | • Public Speaking |
| • Leadership Development | • Curriculum Design |
| • Organizational Development | • Business Planning |

CONSULTING EXPERIENCE

- **Education Consulting (2015 – Present):**
 - Advise higher education institutions in Egypt and France on program design, student learning outcomes, and employability strategies.
 - Focus on developing programs related to environmental sustainability and enhancing student learning methodologies.
 - Support institutions in building stronger communities and a capable, diverse workforce.
- **Conflict Management, Negotiation & Mediation Consulting (2015 – Present):**
 - Provide alternative approaches to conflict management for intra- and inter-organizational disputes.
 - Address partnership conflicts, organizational restructure conflicts, management-employee conflicts, third-party issues, and departmental disputes.
 - Offer public speaking coaching for CEOs.
 - Facilitate international assignments, onboarding, and cross-cultural management and integration.
- **Consultant, European Negotiation Center (Paris, France) (2012 – 2014):**
 - Developed negotiation training methodologies and negotiator profiling analysis.
 - Enhanced negotiation training performance.

- **Freelance Negotiation Consultant (2007 – 2011):**
 - Provided negotiation training and coaching to hundreds of professionals, from entry-level to top management, in multinational companies.
 - Conducted over 15 negotiation consultancy cases across 11 industries in Egypt, including negotiation preparation, negotiator profiling, on-site negotiation support, strategy development, and post-negotiation analysis.
- **Freelance Business Consultant (2005 – 2009):**
 - Developed full-scale business plans for the private sector.
 - Supervised over 35 full-scale business plans for undergraduate projects.

PUBLICATIONS

Journal Publications

1. **2025:** Leadership, Digital Culture, and Competency: Key Success Factors for Digital Transformation in Egypt's Public Sector. *JCES Journal, Suez Canal University, Faculty of Commerce*. (Co-authors: Mona Elbably, Prof Adel Zayed)
2. **2024:** The Impact of Psychological Factors on Online Consumer Behavior During Crisis: An Empirical Study on Millennials in Egypt During COVID-19. *JCES Journal, Suez Canal University, Faculty of Commerce*. (Co-authors: Doaa Hassan)
3. **2024:** Investigating Consumer Perception and Consumer Attitude Towards Online Purchase Intention: Applied on Online Grocery Shopping Applications. *JCES Journal, Suez Canal University, Faculty of Commerce*. (Co-authors: Dina Sameh, Prof Eman Negm)
4. **2024:** Leadership Styles in Implementing Change During and After a Crisis: A Theoretical Exploration. *Arab Journal of Administration, Arab Administrative Development Organization, League of Arab States*. (Co-authors: Mohamed Labib, Prof Adel Zayed)
5. **2023:** Experiences of Women Entrepreneurs (The Case of Egypt). *IJART*. (Co-authors: Mohamed Labib, Prof Adel Zayed, Dr Fahd Hemeida)
6. **2023:** Examining the Impact of Social Media Advertising on Online Shopping: An Empirical Study on Egyptian Millennials. *SCSJ Journal, Monofia University Commerce Journal*. (Co-authors: Prof. Ahmed Elsamadici, Yousrah Salah Rizk)
7. **2023:** Mediating Role of E-Satisfaction Between Higher Education Institution's Online Marketing and Students' Enrollment Decision. *Scientific Journal of Economic and Commerce at the Faculty of Business, Ain Shams University*. (Co-authors: Dr. Marwa Nabil, Amena Mohamed Taha)
8. **2023:** Negotiations in a Business Context: What Has Happened Since 2007? Review Article (2005-2020). *Scientific Journal for Finance and Commerce*, Vol. 4, Issue 2, online ISSN: 2682-4531.
9. **2022:** Insights from Online Education in the Egyptian Higher Education. *International Journal of Educational Management*, Vol. 37, No. 1, pp. 135-146. (Co-author: Prof. Doaa Salman)

10. **2022:** An Assessment for E-Negotiation Impact on Businesses During COVID-19 Through Economic Analysis: Case of Egypt. *Journal of Economic and Commerce*, pp. 115-138, Vol. 52, Issue 3. (Co-author: Prof. Doaa Salman)
11. **2022:** The Role of Egyptian Higher Education in the Development of Digital Entrepreneurship: Evidence from Private Universities. *Economics and Law*, Vol. IV, Issue I, pp. 101-119. (Co-author: Prof. Doaa Salman)
12. **2022:** The Impact of Digital Talent Management on Retaining Talent: The Case of Egypt Automotive Sector Through COVID-19. *Journal of Research in Business Studies and Management*, Vol. 9, Issue 1, pp. 27-44. (Co-authors: George Sedky, Adel Zayed)
13. **2022:** Negotiation: Always There and Never Called by its Name; Results from the Literature and from Empirical Experiments. *Arab Journal of Administration*, Vol. 42, No. 2.
14. **2022:** Students' Perceptions of Online Learning in Higher Education During COVID-19: An Empirical Study of MBA and DBA Students in Egypt. *Future Business Journal*. (Co-authors: Doaa Salman, Ghaydaa Gamal)
15. **2021:** Are the Millennials the Future of Mediation? Insights from a Comparative French – Egypt Survey. *Conflict Resolution Quarterly* (Under Review). (Co-author: Prof. Nicolas Antheaume)
16. **2021:** An Assessment for E-Negotiation Impact on Business During COVID-19 Through Economic Analysis: The Case of Egypt. *Scientific Journal of Economic and Commerce at the Faculty of Business, Ain Shams University*. (Co-author: Prof. Doaa Salman)
17. **2020:** Mediation: Is There a More Promising Future? The Case of the Cairo Business Community. *Arab Journal of Administration*, Vol. 40, No. 4.
18. **2019:** The Effect of Emotion Manipulation on Negotiations: An Empirical Study. *Commerce School Journal, Cairo University*.
19. **2017:** Inter and Intra-Organizational Negotiation During Economic Recession. *Future Business Journal*. (Co-author: Dr. Prof. Nicolas Antheaume)
20. **2013:** A Longitudinal Follow-Up on the Impact of Training on Negotiator's Styles. *Conflict Resolution Quarterly*. (Co-authors: Dr. Prof. Nicolas Antheaume, Dr. Arnau Stimec)

Book Publication

- Negotiation Enhancement: The Impact of Negotiation Knowledge on Cooperative Negotiation Performance in Intra-Organizational Settings. LAP LAMBERT Academic Publishing (2012).

CONFERENCES

- The 5th International Biennale on Negotiation, Paris, France, March 2014. Presented: "Implications for Training Design" (Main Author: Cherine Soliman; Co-authors: Dr. Prof. Nicolas Antheaume, Dr. Arnau Stimec).
- Dubai International Conference for Advanced Research in Business, Dubai, UAE, December 2013. Presented: "Implications for Negotiation Training Design" (Main Author: Cherine Soliman; Co-authors: Dr. Prof. Nicolas Antheaume, Dr. Arnau Stimec).
- 25th Annual International Association of Conflict Management Conference, July 2012. Presented: "The impact of training, of application and of time on negotiation style. An identification of negotiator styles and an analysis of their evaluation due to the impact of training, to the passage of time and to workplace application; a longitudinal study" (Main Author: Cherine Soliman; Co-authors: Dr. Prof. Nicolas Antheaume, Dr. Arnau Stimec).

THESIS SUPERVISION EXPERIENCE

- **Completed Master and Doctoral Thesis:**
 - **2022: George Sedki**, "The Impact of Applying Talent Management Strategies to Retain Talent in Light of Digital Transformation."
 - **2023:**
 - **Amena Taha**, "The Impact of Online Marketing of Educational Institutions on Students' Decision Making."
 - **Yousrah Salah**, "The Impact of Social Media Advertising on Online Shopping Behavior of Egyptian Millennials."
 - **Mohamed AbdelSalam**, "Impact of OPEX Activities Implementation on Business Sustainability and SME Growth."
 - **Enas Mohamed**, "Investigating the Impact of the Egyptian Entrepreneurship Ecosystem on the Success of Women Entrepreneurs."
 - **Mohamed Labib**, "The Role of Corporate Leadership in Implementing Change During Crisis Management."
 - **2024:**
 - **Dina Sameh**, "Investigating Factors Affecting Consumer Attitudes Towards Online Purchase Intentions."
 - **Doaa Hassan**, "Investigating the Impact of Psychological Factors on Consumer Behavior and Online Purchase Intentions During COVID-19 in Egypt."
 - **2025: Mona Elbably**, "The Impact of Digital Transformation on Public Sector Performance: A Comprehensive Assessment of Local Government in Egypt."

- **Current Master's and Doctoral Thesis Candidates:**
 - **Ahmed Ayman**, *"Measuring the Factors that Impact Brand Image and Influence Clients' Behavioral Intentions in the Private Banking Sector in Egypt."*
 - **Alia Ibrahim**, *"Investigating the Impact of ESG Factors on Consumer Attitudes Towards Sustainability and Corporate Governance in the Egyptian Food and Beverage Industries."*
 - **Menna Shahawy**, *"Measuring the Antecedents and Outcomes of Organic Search Engine Optimization."*
 - **Nourhan Hossam**, *"Measuring Factors Affecting Impulsive Online Buying Behavior in Egypt."*
 - **Reem Tarek**, *"The Impact of Influencer Marketing on the Impulse Buying Behavior of Generation Z in Egypt."*
 - **Amira Salah Eldin**, *"Investigating the Impact of Organizational Internal and External Factors on the Diminishing of Family-Owned SMEs in Egypt."*
 - **Mennaallah Mohamed**, *"The Impact of Deglobalization on Multinational Corporation Performance in Egypt."*
 - **Mostafa Mohamed**, *"Investigating the Factors Influencing the Adoption of Digital Payment in Egypt."*
 - **Rasha Fathi**, *"Understanding Consumer Boycott Decisions in the FMCG Sector in Egypt."*
 - **Eman Mohamed**, *"The Impact of Public-Private Partnerships (PPP) on Project Efficiency in Egypt."*
 - **Mohamed Ramy**, *"The Impact of Generative AI on Professional Productivity."*
 - **Ahmed Samir**, *"Impact of E-Government Services on Public Satisfaction in Egypt."*
 - **Dalia Mohamed**, *"The Impact of Corporate Social Responsibility (CSR) on Employer Branding in Egypt's Private Sector."*
 - **Mohamed Youssef**, *"Assessing the Impact of Age Diversity Management on Generation Z Talent Retention in Egypt."*
 - **Saad Mohamed**, *"Investigating Healthcare Providers' Burnout and its Impact on Organizational Performance."*

WORKSHOPS AND SEMINARS

1. AI in Research workshop: AAST 2024
2. Stress Management at Work Workshop: AAST 2024
3. Criteria of Assessment and Evaluation in Higher Education Institution: AAST 2022
4. Course Design and Development: AAST 2020

5. Application of Human Development in Education, NLP: AAST 2020
6. Use of Technology in Education: AAST 2020
7. Teaching Methodology Workshop: AAST 2017
8. Workshop: New Teaching and Learning Technologies Workshop, AUD, 29/08/2013
9. Attended: the “Women Entrepreneurs in MENA: Successes, Challenges and Policies Conference”, help by the University of Chicago Booth School of Business, Dubai, January 2013
10. Participated as a speaker in the “1st International Conference on Innovation and Entrepreneurship”, Cairo, Egypt, May 2012
11. Participated as a speaker at the “Workforce Diversity Management Conference” held by the League of Arab States, Cairo, Egypt, 2005
12. Participated as a speaker at the “Knowledge Management and Knowledge Workers Conference” held by Commerce Research and Studies Institution, Cairo University in Collaboration with the private sector, Cairo, Egypt, 2005

AWARDS AND HONORS

- 1- 2017 - Awarded by the Ministry of Solidarity for my volunteer for to support the Orphans Community
- 2- 2011 - PhD obtained with Honors
- 3- 2005 - MBA graduated with Honors, Valedictorian of class 2005

COMMUNITY ENGAGEMENT

- 2010 – current: The Negotiator Club: is a club that I have created to include all my negotiation students, training participants or coached executives post intervention to keep supporting them and open a communication channel to enable experience exchange. This is a free support activity.
- 2015 – 2019: Free Training for Orphans Community: I am performing free training to orphans in the work age group (from 18 to 25) my project is “Labor Market Preparation”; through this project I work with orphans to help them develop needed professional skills that has become a market necessity and where finance might be the obstacle; I offer a number of training based on the need of the target group and the market assessment.

LANGUAGES

- Arabic: mother tongue
- French: fluent
- English: fluent

REFERENCES *to be furnished upon request.*