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Letter of Recommendation for Hadi El-Farr

Dear Sir/Madam,

I am very happy to provide a letter of recommendation for Dr Hadi El-Farr. Hadi was a Doctoral student at Leeds University between September 2007 and December 2011, studying for a PhD in the area of Human Resource Management. I was his academic supervisor.

Hadi was an excellent doctoral student. His doctorate was successfully completed and defended in December 2011, on the topic of knowledge management and HRM. During his time as a doctoral student, Hadi became an expert in the fields of both knowledge management and HRM. His distinctive contribution was to develop an understanding of the connections between HRM and KM, and he has already published some research in this area. I am sure that his thesis will lead to publications in journals of international standing.

Hadi has a number of key strengths, which I am well placed to comment on as his supervisor, and also his teaching mentor during his time at Leeds. He is a skilled quantitative and qualitative researcher, utilising both in his thesis, and in his teaching. He has experience of designing his own research instruments, as well as a capacity to analyse existing secondary datasets. He is also someone who can communicate and work across disciplines. I would place Hadi at the interface of management and HRM, but he has also engaged with debates in IR, economics and the sociology of work.

Hadi has considerable teaching experience. During his time at Leeds, he lectured and gave tutorials on a range of modules, from Level 1 to Level 3, covering HRM, IR, Economics, the Sociology of Work and Research Methods. His feedback from students was very good, and I observed his teaching a number of times as a co-teacher and mentor. He is an enthusiastic and knowledgeable lecturer, who can blend academic knowledge with practitioner experience, to create a rich learning environment for students. He also has experience in designing modules and sessions, and of assessing work.

Hadi also has excellent interpersonal and presentation skills. He can work effectively as part of a research and teaching team, but is also able to work independently. He worked on a number of teaching and research projects during his doctorate, and was always able to deliver on or ahead of time, demonstrating considerable skills in managing his time and working with other members of a team. His communication skills, both written and verbal, are very good.

Hadi is a very strong all-round academic, who will be able to contribute effectively to teaching, research and administration. Over the coming years, I am sure there will be a regular flow of good publications from his doctorate. He will be able to contribute to a wide range of teaching, across HRM, economics, management and IR. I recommend Hadi very highly.

Yours sincerely,

Professor Chris Forde