



MEDIA & SPEAKING KIT

Dr. Nizar Baidoun

BEHAVIORAL STRATEGIST

Find the root. Change the results.

I learned where results come from by working inside them.

Speaks in English and Arabic

Based in Kuwait · Works across the GCC and internationally



SHORT BIO

Dr. Nizar Baidoun is a Behavioral Strategist who finds the behavioral roots behind organizational results. With 25+ years of experience across 16+ industries, including banking and healthcare, and a PhD in Human Resource Management, he works with leaders and organizations across Kuwait, the GCC, and internationally, helping them understand what is driving performance and change the results.

FULL BIO

Dr. Nizar Baidoun helps leaders see what sits beneath their results: the assumptions, incentives, norms, and daily behaviors that produce them. His work brings together consulting, training, coaching, speaking, behavioral assessment, questionnaire design, and data analysis through his 4D Method: Diagnose, Design, Deliver, and Demonstrate.

He spent ten years leading professional development in a major Kuwaiti bank, where he built its first Training Centre from scratch, with seven training tracks, and was rated Outstanding eight years in a row. He then spent four years as a hospital's first Head of Professional Development, creating everything from diagnostics and assessment to training and governance. He was rated Outstanding after his first year.

He holds a PhD in Human Resource Management from the University of Portsmouth, UK. His peer-reviewed research examines career satisfaction and organizational commitment. He also hosted 24 episodes of *The Advisor* on Kuwait TV, covering personal and professional growth.

25+

years of results

8,000+

leaders & professionals impacted

7,000+

hours of training, coaching, consulting & assessment

16+

industries of experience

135+

satisfied repeat clients



On stage · Kuwait HR Conference, 2026

Find the root. Change the results.

nizarbaidoun.com

nizar@nizarbaidoun.com · +965 9971 5210

TALK TOPICS

What I speak about

The question isn't what people learned. *It's what became different.*

✓ ALL TALKS DELIVERED LIVE · ENGLISH OR ARABIC · KEYNOTE, WORKSHOP, OR PANEL

SIGNATURE KEYNOTE · 01

Known. *Not Done.*

Closing the gap between knowing and doing.

You may already know what people should be doing. You may even know what you have tried. **But do you know what is keeping the current behavior in place?**

02

Trained. Not Changed.

Why learning doesn't automatically become behavior.

03

Promoted. Not Leading.

Why a promotion alone doesn't make a leader.

04

Tools Changed. People Didn't.

Why AI adoption depends on human behavior.

05

Agreed. Not Acted On.

Why agreement in the room doesn't become action outside it.

06

Heard. Not Changed.

Why feedback so often fails to change behavior.

07

Resisted. Not Wrong.

What resistance is telling you, and how to use it.

08

Intended. Not Sustained.

Why good intentions disappear under pressure.

+

Tailored to your needs

Have a different challenge in mind? I shape talks around your audience, context, and desired outcome, drawing on behavior, leadership, learning, communication, and change.

ON AIR

Media appearances

Host · *The Advisor* program

Kuwait TV · 24 episodes on personal and professional growth

Guest · *Good Morning Kuwait* · two interviews

1. Kuwait TV · Live interview on career psychology
2. Kuwait TV · Live interview on developing second-line leaders

Interviewed on using AI in HRM

Kuwait TV and Al Sabah TV

Guest · *Smarts Way* Satellite Channel

On career development

Podcast guest

On psychological safety

FORMATS

How I can join you

Keynotes · Workshops · Panels · TV and radio interviews
Available in English or Arabic.



Kuwait Oil Company · 2026
Business Ethics



GUST · 2026
Communication That Works

High-resolution headshots are available on request.

To book a talk or an interview

Dr. Nizar Baidoun · Behavioral Strategist

nizar@nizarbaidoun.com

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