

Human Resources Professional Diploma

Diploma Overview

The Human Resources Diploma is a comprehensive program designed to develop strategic HR professionals equipped to drive organizational success. It provides in-depth knowledge across core HR functions including talent acquisition, employee relations, performance management, and labor compliance. This diploma is ideal for individuals seeking to build or advance a career in human capital management with a strong practical and analytical foundation.

Diploma Outcomes:

By completing the HR diploma, participants will be able to:

- ❖ Understand the role of HR professionals in aligning the HR business plan with the strategic plan of the organization.
- ❖ Develop manpower planning and forecasting and understand the different phases of the recruitment process
- ❖ understand the importance of Training in the organization, training cycle, process and method along with how to measure ROI in Training for your Company.
- ❖ Understand the role of HR professionals in building competency models including core, managerial & functional competencies.
- ❖ understand the importance of Training in the organization, training cycle, process and method along with how to measure ROI in Training for your Company.
- ❖ Establish the total rewards management including the strategic pay plan, benefits and services and pay for performance.
- ❖ Explain the updated version of the Egyptian Labor Law (14 / 2025 & Social Insurance Law (148 / 2019).
- ❖ Understand why HR professionals should be equipped with basic financial information.

Diploma Outline:

Strategic HR Management & Organizations development.

- ❖ Understanding the business context.
- ❖ Developing and Implementing Strategic HRM Plans
- ❖ Exploring the relationship between strategic management and SHRM
- ❖ HR and Organizational Development.

Strategic Workforce Planning:

- ❖ Analysis and Forecasting
- ❖ Gap Analysis and Risk Mitigation
- ❖ Action Planning and Implementation

Advanced talent acquisition & retention strategies for top talent in competitive markets.

- ❖ Advanced Talent Attraction strategy
- ❖ Recruitment strategies.
- ❖ Designing the Selection Process.
- ❖ Modern Selection Methods & Tools.
- ❖ Making the Decision & Legal Compliance
- ❖ Talent Retention strategy.

Strategic Performance Management.

- ❖ Strategic and Integrated Performance Management
- ❖ Cultivating a High-Performance Mindset
- ❖ Performance Appraisal and the Link to Rewards and Recognition
- ❖ Advanced Concepts in Feedback and Development
- ❖ Key Performance Indicators (KPIs)
- ❖ Benchmarked Performance Appraisal Methods

Mastering Advanced Learning & Development: From Manager to Strategic Business Partner

- ❖ Leadership and Management Development
- ❖ Change Management
- ❖ Talent Management and Succession Planning
- ❖ The Role of Technology
- ❖ Advanced Training Methods
- ❖ Diversity, Equity, and Inclusion (DEI)

Strategic Compensation & benefits Management.

- ❖ Total Rewards Philosophy
- ❖ Job Analysis and Evaluation
- ❖ Designing Pay Structures
- ❖ Advanced Benefits Management
- ❖ Pay Equity and Transparency
- ❖ Technology in Compensation

Modern HR Tools & Psychological Frameworks

- ❖ The Role of Psychological Tools in HR
- ❖ The Enneagram for HR Professionals

Employee Relations and Conflict Resolution

Egyptian Labor Law & Social insurance law.

- ❖ Concept of Mobility.
- ❖ AI & HR Management.
- ❖ Final Project.

Language:

- ◆ English materials/ bilingual lectures
- ◆ “Labor & Social Insurance Laws” modules in Arabic materials.

Who should attend:

- ◆ This Diploma is designed for HR professionals with more than 2 Years HR experience.

Duration: 90 Hours.

Diploma Type: In class – Online.

Registration: Online registration