

# **Human Resources Professional Diploma**

## **Developing Strategic HR Business Partners**

### **Diploma Overview:**

Human Resources has evolved beyond administrative processes to become a strategic partner in driving organizational performance and business success. This comprehensive diploma is designed to develop HR professionals into strategic business partners capable of aligning people practices with organizational goals.

Through an in-depth exploration of strategic HR management, workforce planning, talent acquisition, performance management, learning and development, compensation and benefits, employee relations, and labor compliance, participants will gain the knowledge, tools, and practical skills required to support organizational growth and workforce excellence.

Combining strategic concepts, modern HR practices, real-world applications, and emerging trends such as AI in HR, this diploma prepares participants to contribute more effectively to business performance while creating value for both employees and organizations.

### **Diploma Objectives:**

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

- ◆ Align HR strategies and initiatives with organizational goals and business objectives.
- ◆ Develop workforce planning and forecasting strategies aligned with organizational objectives.

- ◆ Design and implement effective talent acquisition and retention strategies.
- ◆ Build competency-based HR systems that support organizational performance.
- ◆ Evaluate training and development initiatives, including measuring training effectiveness and ROI.
- ◆ Design strategic compensation and total rewards programs.
- ◆ Apply Egyptian Labor Law and Social Insurance regulations within workplace practices.

## **Diploma Contents:**

### **Strategic HR Management & Organizational 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

### **Employee Relations, Labor Compliance & HR Innovation**

- ◆ Egyptian Labor Law
- ◆ Social Insurance Law
- ◆ Workforce Mobility
- ◆ AI in HR Management
- ◆ Future HR Trends
- ◆ Managing Employee Relations in the Workplace
- ◆ Final Project

**Who should attend:**

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

**Language:**

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

**Duration:** 90 Hours

**Diploma Type:** In class – Online.

**Registration:** Online registration