THE ADVANCED HR DIPLOMA: PEOPLE ORGANIZATIONS 
TO STRATEGICALLY MANAGE LIMITED RESOURCES AND DIVERSIFIED COMPOSITION OF WORKFORCE

APPLY NOW
Global markets are becoming more complex, challenging, and competitive due to the accelerated pace of innovation and regulatory changes. This has made it critical for human capital executives and managers to effectively and efficiently manage their limited resources, the diversified makeup of their workforce, as well as constant change of customer demands while also being aligned to their organizations’ strategic direction.

The Advanced HR Diploma: People and Organizations equips participants with the essential leadership knowledge and skills needed to engage, motivate, and manage their talents effectively. It allows participants to reach their strategic objectives while operating in a very challenging business environment and enable people leaders to act as effective strategic partners and play a vital role in assessing, managing and reshaping the organizational culture.

This program provides participants with the required tools to overcome the obstacles of time versus limited skills and resources. They will be able to take informed decisions that are well analyzed, balanced and affiliated with national and international governing rules and regulations.
Program Outline

Core Courses

People and Organizations: A Strategic Partner (24hrs)
- Focus on the strategic aspects and language of business, addressing the changing role of human capital, from operation to strategy, implementation to planning, and cost center to a real asset.

Organizational Culture (24hrs)
- Align the organization’s culture with organization design elements, strategy, size, policies and procedures.
- Act as a role model, coaching others to align their behavior with the intended culture and help the organization manage cultural change.

Leadership (24hrs)
- Communicate effectively with team members, understand the distinctiveness and value added by each employee to the organization, and positively guide them towards the proper fulfillment of their business as well as career goals.

Competency Framework (24hrs)
- Explore the priorities, challenges, and technologies organizations are adopting in different phases of recruitment, sourcing, screening, interviewing, and selection.
- Understand how organizations communicate relevant behaviors that are required, valued, recognized and rewarded with respect to specific occupational roles.

The Advanced HR Diploma: People Organizations
Program Outline

Talent Management
(24hrs)
- Examine an organization’s talent management practices.
- Integrate artificial intelligence and gamification concepts as tools to recruit, develop, retain, and engage talents.
- Bridge the gap between the X, Y, and Z generations, building comprehensive and modern assessment centers and succession planning that will appeal to them.

People Analytics
(24hrs)
- Employ People Analytics to create more informed decision-making processes and develop more accurate assessments of employees or the workforce. Learn how to integrate an analytics function, develop business cases and manage stakeholders, to optimize the return on investment in people.
- Recognize the implementation of data-driven human resource practices throughout the organization.

Performance Management
(24hrs)
- Develop a strong approach towards improving performance. This includes analyzing an organization’s current performance practice to improve them, and closing potential gaps to understanding the main performance management pillars and analyze their relevance to company strategies, KPIs and other human resources activities.

Global Employment Relations
(24hrs)
- Explore how labor law works by reviewing international labor standards and rights at work, that are affected by local employment legislation, and the consequences of breaking laws or organization regulations.
- Examine global and local aspects of employment relations, which are crucial for managing and representing employees at the workplace. Compare national employment relations to the larger global context, highlighting best practices.
- Recognize employee relations (ER) and different laws affecting employees and the labor, such as dispute resolution and employee grievances.
- Address labor economics, gender inequality and discrimination at the workplace.
Program Highlights

8 Core Courses + 3 Business Acumen Courses

- Real-world case studies and applications and simulations
- Dynamic group and peer-to-peer discussions
- Business-oriented assignments and projects

Who Should Attend

- People Managers looking to accelerate their human resource career to the upper level
- Learning and Development Heads assisting and contributing in a strategic role
- Talent Management Heads responsible for human resource decision-making within an organization at either an operational, tactical or strategic level
- Chief Human Resource Officers aiming to provide strategic leadership for People and Organizations functions
- People and Organizations professionals aspiring to become consultants who support organizations in meeting their goals
- Business owners of small companies without a Human Resources department who need to familiarize themselves with general People and Organizations functions in order to ensure business success
Admission Criteria

- Bachelor’s degree
- A minimum of 5 years of relevant work experience
- Holders of the Human Capital Professional Certificate from the AUC School of Business will be fast-tracked
- Proficiency in written and spoken English

Program Fees

- Core program courses fees: **EGP 7,200** per 24hrs course
- Business Acumen online course fees: **EGP 2,000** per course
- Total program investment: **EGP 63,600**

Certificate

A certificate of Completion from the School of Business will be granted to participants who complete at least 75% of the program’s total hours.

CLICK HERE for payment options

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Our Commitment

No matter where you are in your professional journey, at the AUC School of Business Executive Education, we design programs that support you every step of the way. There’s always something to learn at every stage of your career lifecycle. From the moment you start your journey, and throughout your career trajectory, we design our programs to enrich your knowledge and extend the horizons of your vision. At the AUC School of Business Executive Education, our mission is to help you reach your growth goals of self-fulfillment and actualization.

Our programs provide a world-class experiential learning experience in a collaborative environment of like-minded individuals. You will learn from acclaimed faculty members who deliver uniquely designed programs that offer practical solutions to business challenges. Ultimately, you will emerge with a new perspective that disrupts the status quo and generates creative solutions.

AUC School of Business

Acting as a knowledge bridge between Egypt and the rest of the world, the AUC School of Business boasts an unrivaled reputation as the top private business school in Egypt and one of the best in Africa and the Arab world. Belonging to the 1% of business schools worldwide endowed with a “triple-crown” accreditation (AACSB, AMBA, and EQUIS), the School is dedicated to shaping the business leaders, entrepreneurs, and change agents of tomorrow by harnessing leadership, integrity, ambition, and excellence.

AUC School of Business Executive Education

The AUC School of Business Executive Education was established in 1977 as a center of excellence to provide Egypt and the wider region with specialized executive education programs.

We offer a range of open enrollment programs and business solutions to individuals and corporates. The hallmark of our mission is constant evolution and reinvention, as we drive ourselves to maximize our impact, maintain our relevance, and stay ahead of the ever-changing business environment.

Since 2013, the School of Business has been ranked by the Financial Times (FT) as one of the best 75 business schools worldwide offering open enrollment executive education programs. In 2020, the AUC School of Business Executive Education ranked 67th, maintaining its position regionally as a platform for world-class education and globally as the only ranked school in the Arab region and one of only three in Africa.