PEOPLE AND ORGANIZATIONS
DIPLOMA THE NEW ADVANCED HR

TO STRATEGICALLY MANAGE LIMITED RESOURCES
AND DIVERSIFIED COMPOSITION OF WORKFORCE

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15592
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Program Overview

Global markets are becoming more complex, challenging and competitive due to the pace of innovation, as well as economic and regulatory changes. Such challenges have made it imperative for human capital executives and managers to effectively and efficiently manage their limited resources, diversified composition of their workforce, as well as constant change of customer demands, while being aligned with their organizations’ strategic directions.

The People and Organizations Diploma will equip executives and professionals with essential leadership knowledge and skills needed to engage, motivate and manage their talents effectively; and therefore, reach their strategic objectives while operating in a very challenging business environment. Furthermore, it will enable People Leaders to act as effective strategic partners and play a vital role in assessing, managing and reshaping the organizational culture.

This program will provide 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 as well as international governing rules and regulations.

Learning Outcomes

• Translate business strategy into people strategy and priorities
• Assess organization culture and transcribe it to organization stakeholders
• Develop a plan for impacting change and managing uncertainty and resistance of staff
• Design a competency framework that is relevant to the context
• Identify the impact of talent management and employee engagement on business outcomes
• Develop People and Organizations strategic partnership based on people analytics
• Select appropriate competencies/KPIs for teams and individuals with relevance to the organization's objectives and strategies
• Explain the legal standards of international labour law, and how they interact with the local labour law
Program Highlights

- 8 core courses
- 3 business acumen courses
- Real-world case studies and applications
- Dynamic group and peer-to-peer discussions
- Business-oriented assignments and projects

Participant Profile

- People Managers who aim 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

real-world case studies
A. Core Courses

• People & 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 and challenges, as well as 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.

• Talent Management (24hrs)
Examine organizations’ 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.

* B. Business Acumen (Self-Paced Online)

Effectively operating within a business setting and having a positive contribution requires a certain set of skills and competencies.

The business acumen courses explore critical 21st-century skills needed for today’s business world, enabling passion and speed in dealing with different business situations.

In addition to the core program of eight courses, participants need to choose three courses out of a dynamic list of business acumen topics.

• Design Thinking
• Crisis Management
• Personal Branding
• Organizational Change

*The list of topics is dynamic; participants will need to check available courses at the time of admission.
Admissions Criteria

- A 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 and Registration

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

*For payment options, please refer to the payment section FAQs on our website or contact us on 15592

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Program Logistics

- All core courses are split into 3hrs sessions, conducted twice per week.
- The 8 core courses are conducted sequentially one after the other.
- Participants need to complete one business acumen course per semester, in order to complete the required three courses throughout their academic year.
- Optimum program length: a total of 32 weeks spread over a full academic year.

Participants are advised to complete their certificate within the same cohort to maximize the value of group dynamics and program coherence.

Our Commitment

The AUC School of Business is committed to empowering all those in search of knowledge, growth and excellence. No matter where you might be in your journey, we will strive to support you through each and every step. At every stage of your professional career, there’s something to learn. From the start of your journey as a young professional to the apex of your career as an expert, we’ve tailored programs that will enrich your knowledge and extend the horizons of your vision.

Consecutively 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. Ranking at 67 in 2020 and maintaining a leading position as a regional platform for world-class education, the School further imprints its international positioning on the world map as the only ranked school in the Arab region and one of only three in Africa.
About AUC School of Business

Acting as a knowledge bridge between Egypt and the rest of the world, the AUC School of Business boasts an unrivalled 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.

Executive Education

Established in 1966, the School of Business Executive Education has cemented its position as a pioneer in the area of management development, supporting the development needs of professionals and executives in private and public sector organizations. The programs are fuelled by a commitment to excellence and a sense of responsibility towards developing the community’s business leaders, entrepreneurs, policy makers, and society at large.

The AUC School of Business Executive Education is also equipped with a full-fledged business solutions unit. With off-the-shelf and customized training programs, as well as coaching and assessment services, the unit works to facilitate, enable and partner with businesses striving to achieve organizational excellence.