



## PEOPLE AND ORGANIZATIONS: THE ADVANCED HR DIPLOMA

EVOLVE INTO A STRATEGIC PARTNER TO STIMULATE CHANGE

## Program Overview

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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

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- 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 online 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



Program Highlights

Participant Profile

## Program Outline



### A. Core Courses

- People & Organizations: A Strategic Partner (24hrs) **(BPPO 521)**

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) **(BPPO 522)**

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) **(BPPO 523)**

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) **(BPPO 524)**

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) **(BPPO 525)**

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) (BPPO 526)

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) (BPPO 527)

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) (BPPO 528)

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 (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 (BOBA 501)
- Emotional Intelligence (BOBA 502)
- Crisis Management (BOBA 503)

*\*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. As proof of English proficiency, applicants must attain satisfactory results in one of the following English tests:
  - Online English Placement Test (OEPT), offered by the AUC, with a minimum level of B2A. For test registration, [click here](#).

*N.B.: Click on "New Student - Apply Here", create your own username and password and choose the "English Courses" application type.*

- TOEFL iBT® with a minimum total score of 72
- Academic IELTS with a minimum total score of 5.5

Exemptions from these English examinations are allowed, if any of the following conditions are met:

1. The applicant is an AUC graduate.
2. The applicant has earned degrees from an accredited university that is classified in the World Higher Education Database (WHED) as an institution where English is the "sole" language of instruction.

## Program Fees

- 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**

## Online Registration



Registration for Fall semester will close on August 29, 2020.

**For online registration, please click on the following link:**

<https://bit.ly/33oxe0D>

## 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.

Semester	Fall			Spring			Summer	
Course (BPPO)	521	522	523	524	525	526	527	528
Duration	4w	4w	4w	4w	4w	4w	4w	4w
Business Acumen	1 Course			1 Course			1 Course	

### Days and hours

- Sundays and Wednesdays from 6:00pm to 9:00pm

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

## Locations



AUC NEW CAIRO CAMPUS



AUC TAHRIR CAMPUS



OFF-CAMPUS

*As a response to the health and safety requirements of the current pandemic, the AUC School of Business Executive Education will be temporarily transitioning all its programs to online delivery until in-class, face-to-face delivery is safe again. To ensure that your learning experience is not disrupted, we will be offering all our programs through live-online (real-time/virtual classroom) sessions, allowing for in-program interaction and networking.*

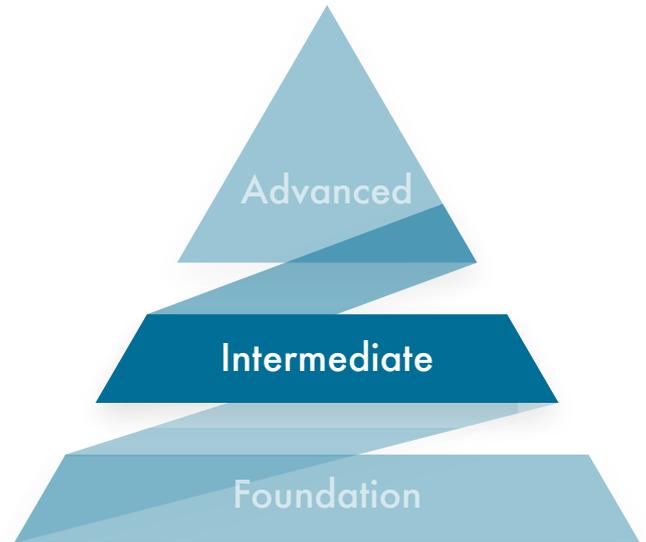
To stay up-to-date with AUC's actions in response to the spread of COVID-19, visit the dedicated COVID-19 webpage. <https://www.aucegypt.edu/coronavirus>

## 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.



knowledge, growth  
and excellence



## The AUC School of Business Experience

In line with our new slogan “BUSINESS RECONFIGURED” and with a commitment to quality, excellence and innovation, the AUC School of Business acts as a catalyst for organizational change and excellence. Our executive education programs are a key channel to serve, connect and support our corporate stakeholders and society at large.

The School of Business is firmly committed to quality, the crest of the AUC. To offer the “Best in Class” programs, we are in a dynamic pursuit to regularly update content and teaching methods, as well as introduce new programs that reflect the changing requirements of the job market, all while leveraging the AUC quality brand.

Our programs stem from real-life needs and are developed to complement each stage of the participants’ learning journey, adding distinct value and knowledge to each and every applicant.

### Top-tier Facilities

Extending over 260 acres, our state of the art New Cairo campus was crafted as an inclusive space encompassing everything from technologically advanced study areas and pioneering research centers to fully equipped training rooms and office spaces.

### A Knowledge Hub

Home to the largest English language collection in Egypt, the AUC library is the hub of study, research and exploration on campus. Expert research librarians are always available to assist you in hunting down information, whether in a book, online, or in a document in another library across the world.

*\* ExecEd participants have access to both the library and e-library while on campus.*

### Prominent Faculty

Home to some of the most notable scholars in the region, members of the AUC faculty provide a wealth of professional experience, international qualifications and specialized expertise making their contributions of unparalleled value to our programs.

*\* School of Business Faculty design and/or deliver ExecEd programs.*

### Influential Graduates

The AUC School of Business fosters communities of forward-thinking individuals, eager to interact, connect and exchange knowledge. ExecEd participants gain access to an impressive network of Alumni, all committed to self-development, organizational excellence and impact.



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