

# STRATEGIC BUSINESS PLANNING AND FINANCIAL PROJECTION 2021-2022

Presentation of FY21 Plans &  
Kick-off of FY22 Cycle

**HUMAN RESOURCES**

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# INTRODUCTION

## HR Vision

To lead the organization Human Capital and act as a trusted resource & partner in support of the University mission, vision, and employees



## HR Mission

As a strategic partner with the University's senior management, we develop and implement innovative human resource programs and services designed to support the mission of AUC. Our core services and competencies include recruitment and staffing, staff relations, talent management, compensation and benefits

# PROJECTS & INITIATIVES TO SUSTAIN OPERATIONS

## HR REVIEWS

Drove HR review sessions across Academic area and all support functions aiming to optimize the allocation of HR availability and/or needed. Also to identify both unit-levels and system-wide opportunities for improvement in our HR management and services

## REMOTE WORK POLICY

Streamlining the Remote work policy (a clearly defined framework which illustrates the process, policy and procedures for a remote working to embrace both modalities; the physical presence on campus and the remote work)

## EMPLOYEE EMERGENCY RELIEF FUND

Activating Employee Emergency Relief fund and managing of requests

# PROJECTS & INITIATIVES TO SUSTAIN OPERATIONS

## EMPLOYMENT AGREEMENTS

- Service Agreements
- Casual Employees
- Regular Contract Renewals
- International Professional Contracts

## HR DIGITIZATION

- Revamping the HR website to serve as the communication platform for all HR initiatives & operations
- Leveraging LinkedIn learning and recruitment modules as HR professional and talent development tools

## HR ONBOARDING PROGRAM

- Finalized the program design & preparing for online launch
- Updated all Staff onboarding materials & published on the HR webpage

# FY21 NEW PROJECTS & INITIATIVES

## SUCCESSION PLANNING

- Identifying critical positions
- Identifying key successors
- Accelerating development plans for successors

## STRUCTURED STAFF PROFESSIONAL DEVELOPMENT POLICY

Linking individual development plans to career progression through a defined and unified process

## EMPLOYEE ENGAGEMENT & HR COMMUNICATION

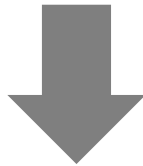
Exploring new Employee Engagement forums while enhancing and creating a two-way communication channel

## HR INFORMATION SYSTEMS

- SAP Success Factors – Employee Central & Recruitment modules
- Introducing HR Analytics

# FY21 PLANS ON HOLD

## PRESIDENTIAL ASSOCIATES PROGRAM



- On hold for FY21. Policies and guidelines have been updated and enhanced
- Plans for FY21 is to leverage more the “Work Study” program

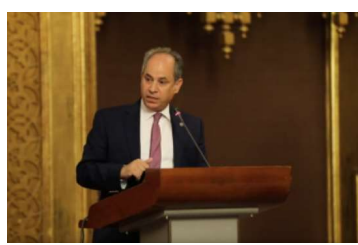
## EXCELLENCE AWARD PROGRAM



On hold for June 2020 cycle. To be decided on the next rounds

*Thank You*





# INTEGRATED STRATEGIC BUSINESS PLANNING AND FINANCIAL PROJECTION PROCESS

*Mahmoud Abdallah*

*Thank You*

QUESTIONS & DISCUSSION