



## Mastering Human Capital Management Program



In six months of absolute transformation you will cover everything from the foundations of **HR management, decision-making, talent development and employer branding**, right through to issues of leadership, team building and coaching.

**Gain a 360° vision of Human Capital Management that will boost your career and help you open the doorways to your future.**

The Program emphasizes the critical and integrated roles played by technical HR knowledge (**What You Know**) and by behavioral competencies (**How You Apply What You Know**) in contributing to effective HR practice.



## Participant Profile

This Program is designed for young professionals with minimum **two** years of professional experience who want to boost their career towards the area of Human Capital Management.

## Program Overview

The **Mastering Human Capital Management** Program equips professionals to transform the department that connects and works with all the other areas of a company, and which takes charge of managing its most important asset: the people.

During this Program, you will learn that the workplace must be underpinned by an ecosystem of wellbeing, success and professional development, which requires a change of model from the traditional HR management approach. The people that make up the company are the heart of its strategy and management. As such, they are the driving force behind the company's competitive advantage.

The Program is designed to equip professionals to respond and innovate to tackle emerging needs and challenges from the perspective of talent acquisition, development and retention. We train professionals who embrace change and transformation, incorporate and manage new technologies and their impact in the company, and drive forward development of talent to achieve its full potential.



## Program Outline

The Program is grouped into two knowledge domains:

**Organization and People.** Each domain is further divided into functional areas, which more specifically describe the knowledge required to perform those functions. All together covers 10 functional areas.

### Domain I: Organization

#### 1. Organizational Development

The overall structure and functionality of the organization, and implementation of necessary organizational change initiatives including processes and activities involved in the delivery of HR-related services that create and drive organizational effectiveness.

#### 2. Workforce Management

HR practices and initiatives that allow the organization to meet its talent needs (e.g., workforce planning, succession planning) and to close critical gaps in competencies.

#### 3. Employment Law & Regulations

The knowledge and application of all relevant laws and regulations in Egypt relating to the terms and conditions of employment.

#### 4. HR Technology

The use of existing, new and emerging technologies to support the HR function.

#### 5. Risk Management

The identification, assessment and prioritization of risks, and the application of resources to minimize, monitor and control the probability and impact of those risks accordingly.

### Domain II: People

#### 6. HR Strategic Planning

The activities necessary for developing, implementing and managing the strategic direction required to achieve organizational success and to create value for stakeholders.

#### 7. Talent Acquisition

The activities involved in building and maintaining a workforce that meets the needs of the organization.

#### 8. Employee Engagement & Retention

The activities aimed at retaining high-performing talent, creating a thriving and energized workforce, and developing effective strategies to address appropriate performance expectations from employees at all levels.

## 9. Learning & Development

The activities that enhance the knowledge, skills, abilities and other characteristics (KSAOs) and competencies of the workforce in order to meet the organization's business needs.

## 10. Total Rewards

The design and implementation of compensation systems and benefit packages to attract and retain employees.



## The Reason Why

You should choose KR Direct's Program in Mastering Human Capital Management

We motivate you to strive to achieve your goal, enabling you to transform people, teams and companies. On the Program, you will learn everything from the founding principles of Human Resources to the most innovative talent management techniques and the skills required to transform yourself, the team and the company.

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## Learning Method

Live Online

## Schedule

Saturdays

12 PM - 4 PM (UTC+02:00)

## Duration

6 months / 24 class

## Language

English

## Intake Starts

July 2021

## Seats

15

## Investment

14,000 EGP (Two installments)

For enquiries and enrollment:

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