

Strategic HR Business Partner Certification

Crafting the Future of HR: Become a Strategic Architect of Business Success

A Transformative Learning Experience in Cairo, Egypt.

Venue: To Be Confirmed – Premium Business Hotel, Cairo.

Time: August 2025 (Specific Dates TBC)

Operating By Meel Edafi Training Center (METC) – Riyadh, KSA

International Accreditation and Certification: IBDL Learning Group & Missouri State University.

Why This Program? The Imperative for Strategic HR

In today's volatile and complex business landscape, the role of Human Resources has evolved far beyond traditional administrative functions. Organizations now demand HR professionals who are not just managers of people but strategic partners capable of driving business outcomes, fostering innovation, and shaping a resilient organizational culture. The modern HR Business Partner (HRBP) is a proactive architect, a trusted advisor, and a catalyst for change.

This program is meticulously designed for HR professionals who aspire to transcend operational HR and step into a truly strategic role. We understand that a Strategic HRBP is not defined by what they know, but by what they can *create, design, and implement* to propel the business forward. When market dynamics shift, when talent becomes the key differentiator, and when organizational agility is paramount, it is the Strategic HRBP who navigates the complexities and unlocks human potential.

Are you ready to move from reacting to business needs to proactively shaping them? Do you want to master the art of translating business strategy into impactful people strategies? This certification is not just a course; it is an immersive experience designed to equip you with the advanced mindsets, skillsets, and toolsets to become an indispensable strategic asset to your organization. We will challenge you to think critically, act decisively, and lead with vision.

Why Cairo? A Hub of Innovation and Growth

We believe that transformative learning flourishes in environments that inspire and invigorate. Cairo, a vibrant metropolis where history and modernity converge, offers a dynamic backdrop for this advanced program. As a burgeoning center for business and innovation in the MENA region, Cairo provides a stimulating atmosphere for professional development and networking with forward-thinking peers. Our chosen venue, a premium business hotel, will ensure a comfortable and conducive learning environment, allowing you to focus entirely on your strategic development.

Target Audience: Who Will Benefit Most?

This certification program is tailored for ambitious HR professionals who are ready to elevate their strategic impact, including:

- HR Executive Managers, Managers and Senior HR Professionals seeking to transition into a strategic business partnering role.
- Existing HR Business Partners aiming to deepen their strategic capabilities, business acumen, and influencing skills.
- Talent Management and Organizational Development specialists who want to align their initiatives more closely with overarching business objectives.
- Business Leaders and Department Heads (Directors) who wish to understand how to leverage HR as a strategic partner for achieving business goals.
- Consultants who advise organizations on HR strategy, talent, and organizational transformation.

Course Objectives: Your Strategic Transformation

Upon successful completion of this certification, participants will be able to **create, design, and implement** strategies that drive organizational success.

By the end of this certificate, you will be empowered to:

1. **Design** comprehensive HR strategies that are fully integrated with and directly support the organization's overarching business objectives and financial drivers.
2. **Formulate** data-driven talent management frameworks by critically analyzing business data, identifying key people-related metrics, and translating insights into actionable talent interventions.

3. **Develop** robust stakeholder engagement plans and communication strategies to effectively influence senior business leaders and champion a people-first agenda that demonstrably enhances business performance.
4. **Construct** innovative solutions and HR initiatives by co-creating and co-owning the people agenda with business units, fostering a culture of shared responsibility and continuous improvement.
5. **Generate** persuasive business cases for HR programs, leveraging people analytics and storytelling techniques to articulate value and secure buy-in for strategic people investments.
6. **Devise** change management strategies and lead complex organizational transformations, effectively navigating resistance and building agility within the workforce.
7. **Integrate** advanced coaching and consulting methodologies to empower leaders and managers, thereby enhancing team performance and fostering a high-engagement culture.
8. **Produce** a personal strategic HRBP development plan that outlines a clear path for continuous growth and application of learned competencies within their respective organizations.

Certification Details: Internationally Recognized Credentials:

Upon successful completion of this intensive program and passing the final assessment, participants will be awarded a prestigious certification jointly issued by:

- **Missouri State University:** An accredited American university known for its academic excellence and practical business programs.
- **IBDL Learning Group:** A globally recognized body for professional development and certification.

This dual certification will significantly enhance your professional standing, providing you with credentials that are respected by employers worldwide and demonstrate your mastery of strategic HR business partnering.

About Meel Edafi Training Center (METC):

Meel Edafi Training Center (METC), based in Riyadh, Kingdom of Saudi Arabia, is a premier center dedicated to empowering professionals and organizations through cutting-edge training and development programs.

METC is committed to delivering world-class learning experiences by partnering with leading international academic institutions and certification bodies.

Our mission is to equip the workforce of the MENA region with the skills and knowledge necessary to thrive in a rapidly evolving global landscape. We pride ourselves on programs that are not only academically rigorous but also intensely practical, ensuring our graduates can make an immediate and lasting impact.

Registration and Contact Information:

Phone: +966 56 422 5766

Email: Support@metc.sa and info@metc.sa

Seats are limited to ensure an interactive and personalized learning experience. Early registration is highly recommended.

Detailed 5-Day Agenda: Your Journey to Strategic HR Leadership:

Please note: This is a provisional agenda and may be subject to minor adjustments to ensure optimal learning flow and incorporate the latest industry insights.

Detailed 5-Day Session Plan: Strategic HR Business Partner Certification

Course Timings: 9:00 AM - 5:00 PM Daily

Overall Goal: To equip HR professionals with the advanced mindsets, skillsets, and toolsets to become indispensable strategic assets to their organizations, capable of designing, creating, and implementing HR strategies that drive business success.

Day 1: Foundations of Strategic HR Business Partnering

Theme: Understanding the Evolving Role of HR and Aligning with Business Strategy

• 9:00 AM - 9:30 AM: Welcome, Introductions, and Program Overview

- Icebreaker activities
- Review of program objectives, agenda, and learning outcomes
- Setting expectations and ground rules

• 9:30 AM - 10:45 AM: The Evolution of HR: From Operational to Strategic Partner

- Understanding the shift in HR's role in modern organizations
- Defining the Strategic HR Business Partner (sHRBP) model
- Key competencies and characteristics of a successful sHRBP
- Interactive Discussion: Challenges and Opportunities in Today's HR Landscape

• 10:45 AM - 11:00 AM: Coffee Break & Networking

• 11:00 AM - 1:00 PM: Understanding Business Acumen and Financial Drivers

- Key business concepts: strategy, finance, marketing, operations
- Reading financial statements and understanding key financial metrics
- Linking HR initiatives to business outcomes and ROI
- Case Study Analysis: How HR can impact the bottom line

• 1:00 PM - 2:00 PM: Lunch Break

• 2:00 PM - 3:30 PM: Aligning HR Strategy with Overall Business Strategy

- Translating business goals into HR strategic objectives (Objective 1)
- Frameworks for strategic HR planning (e.g., SWOT, PESTLE from an HR perspective)
- Group Activity: Developing a Mini HR Strategic Plan for a Fictional Company

• 3:30 PM - 3:45 PM: Coffee Break

• 3:45 PM - 4:45 PM: The sHRBP as a Consultant and Change Agent

- Introduction to consulting skills for HRBPs
- Understanding organizational change and the HRBP's role in leading it (Objective 6 - introduction)
- Role-Playing: Initial Consulting Conversations

• 4:45 PM - 5:00 PM: Day 1 Wrap-up, Q&A, and Preview of Day 2

Day 2: Data-Driven HR and Talent Management Strategy

Theme: Leveraging Data and Analytics for Strategic Talent Decisions

• 9:00 AM - 9:15 AM: Recap of Day 1 and Q&A

• 9:15 AM - 10:45 AM: HR Analytics and Data-Driven Decision Making

- The importance of HR metrics and analytics
- Identifying key people-related metrics for business impact (Objective 2)
- Tools and techniques for collecting and analyzing HR data
- Workshop: Identifying Relevant HR Metrics for Different Business Scenarios

• 10:45 AM - 11:00 AM: Coffee Break & Networking

• 11:00 AM - 1:00 PM: Formulating Data-Driven Talent Management Frameworks

- Strategic workforce planning: forecasting talent needs
- Developing effective talent acquisition and retention strategies based on data (Objective 2)
- Performance management systems that drive strategic goals
- Group Exercise: Designing a Talent Acquisition Dashboard

• 1:00 PM - 2:00 PM: Lunch Break

• 2:00 PM - 3:30 PM: Building Persuasive Business Cases with HR Data

- Leveraging people analytics for storytelling and influence (Objective 5)
- Quantifying the value of HR initiatives
- Presenting HR data effectively to senior leadership
- Activity: Crafting a Business Case for an HR Program

• 3:30 PM - 3:45 PM: Coffee Break

• 3:45 PM - 4:45 PM: Technology in HR: Enabling Strategic Partnering

- Overview of HR technology landscape (HRIS, ATS, LMS, Analytics tools)
- How technology can automate operational tasks and free up HRBPs for strategic work
- Evaluating and implementing HR technology solutions

• 4:45 PM - 5:00 PM: Day 2 Wrap-up, Q&A, and Preview of Day 3

Day 3: Stakeholder Engagement, Influence, and Communication

Theme: Mastering the Art of Influencing and Building Strategic Relationships

- **9:00 AM - 9:15 AM: Recap of Day 2 and Q&A**
- **9:15 AM - 10:45 AM: Stakeholder Identification and Management**
 - o Identifying key stakeholders (internal and external)
 - o Analyzing stakeholder needs, expectations, and influence
 - o Developing robust stakeholder engagement plans (Objective 3)
 - o Interactive Session: Stakeholder Mapping Exercise
- **10:45 AM - 11:00 AM: Coffee Break & Networking**
- **11:00 AM - 1:00 PM: Strategic Communication and Influencing Skills**
 - o Crafting compelling messages for different audiences
 - o Techniques for influencing senior business leaders (Objective 3)
 - o Negotiation and conflict resolution skills for HRBPs
 - o Role-Playing: Influencing a Skeptical Line Manager
- **1:00 PM - 2:00 PM: Lunch Break**
- **2:00 PM - 3:30 PM: Co-Creating the People Agenda with Business Units**
 - o Moving from service provider to strategic partner
 - o Techniques for co-owning the people agenda and fostering shared responsibility (Objective 4)
 - o Facilitation skills for HRBPs in strategic discussions
 - o Group Discussion: Overcoming Barriers to True Partnership
- **3:30 PM - 3:45 PM: Coffee Break**
- **3:45 PM - 4:45 PM: Developing a People-First Agenda that Enhances Business Performance**
 - o Championing employee engagement and well-being strategically
 - o Linking people initiatives directly to business performance metrics (Objective 3)
 - o Case Study: Successful People-First Initiatives
- **4:45 PM - 5:00 PM: Day 3 Wrap-up, Q&A, and Preview of Day 4**

Day 4: Leading Change and Fostering an Innovative Culture

Theme: Driving Organizational Transformation and Cultivating Innovation

- **9:00 AM - 9:15 AM: Recap of Day 3 and Q&A**
- **9:15 AM - 10:45 AM: Mastering Change Management Strategies**
 - o Understanding change models (e.g., Kotter, ADKAR)
 - o Devising change management strategies for complex organizational transformations (Objective 6)
 - o Navigating resistance and building buy-in for change
 - o Workshop: Developing a Change Management Plan for a Scenario
- **10:45 AM - 11:00 AM: Coffee Break & Networking**
- **11:00 AM - 1:00 PM: Building Organizational Agility and Resilience**
 - o The role of HR in fostering an agile and adaptive workforce (Objective 6)
 - o Designing organizational structures and processes for flexibility
 - o Developing leadership capabilities for navigating uncertainty
 - o Interactive Session: Brainstorming Agility Initiatives
- **1:00 PM - 2:00 PM: Lunch Break**
- **2:00 PM - 3:30 PM: Constructing Innovative HR Solutions and Initiatives**
 - o Fostering a culture of continuous improvement and innovation within HR and the organization (Objective 4)
 - o Design thinking principles for HR problem-solving
 - o Encouraging experimentation and learning from failure
 - o Group Activity: Designing an Innovative HR Solution for a Business Challenge
- **3:30 PM - 3:45 PM: Coffee Break**
- **3:45 PM - 4:45 PM: The HRBP's Role in Organizational Development (OD)**
 - o Key OD interventions (e.g., team building, leadership development, culture change)
 - o Diagnosing organizational issues and designing effective OD solutions
 - o Measuring the impact of OD initiatives
- **4:45 PM - 5:00 PM: Day 4 Wrap-up, Q&A, and Preview of Day 5**

Day 5: Advanced Coaching, Consulting, and Personal sHRBP Development

Theme: Elevating Leadership Capabilities and Planning for Continuous Growth

- **9:00 AM - 9:15 AM: Recap of Day 4 and Q&A**
 - **9:15 AM - 10:45 AM: Integrating Advanced Coaching Methodologies**
 - o Coaching models and techniques for HRBPs (e.g., GROW)
 - o Empowering leaders and managers through effective coaching (Objective 7)
 - o Developing a coaching culture within the organization
 - o Peer Coaching Practice Session
 - **10:45 AM - 11:00 AM: Coffee Break & Networking**
 - **11:00 AM - 1:00 PM: Advanced Consulting Skills for Strategic Impact**
 - o Deepening consulting skills: diagnosis, solution design, implementation, evaluation (Objective 7)
 - o Managing complex consulting engagements
 - o Building trust and credibility as an internal consultant
 - o Case Clinic: Solving Real-Life HRBP Challenges
 - **1:00 PM - 2:00 PM: Lunch Break**
 - **2:00 PM - 3:30 PM: Producing a Personal Strategic HRBP Development Plan**
 - o Self-assessment of sHRBP competencies
 - o Identifying areas for personal and professional growth
 - o Creating a roadmap for continuous development and application of learned competencies (Objective 8)
 - o Individual Work & Peer Feedback Session
 - **3:30 PM - 3:45 PM: Coffee Break**
 - **3:45 PM - 4:30 PM: Program Review, Key Takeaways, and Action Planning**
 - o Group discussion on key learnings from the 5 days
 - o Developing individual action plans for implementing strategies back in the workplace
 - **4:30 PM - 5:00 PM: Closing Remarks, Certification, and Feedback**
 - o Distribution of certificates
 - o Program evaluation and feedback collection
 - o Final Q&A and closing thoughts
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Note: Each day includes interactive sessions, case studies, group discussions, role-playing, and practical exercises to ensure an engaging and applied learning experience.

Breaks are scheduled to allow for networking and refreshment. The content is designed to be flexible to address specific participant needs and emerging HR trends.

