

OXFORD METROPOLITAN

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EQUALITAS CERTIFICATIONS LIMITED
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BUSINESS + PROFESSIONAL CERTIFICATIONS FOR EXCELLENCE

2022/26

About Us

A Business School for Executives. Business is about getting things done, not just theory. We bring together creative, open-minded people from all over the world to do business, not just study it. So that they graduate ready to thrive in an ever-changing world.

What we do

Education at Omc is accessible, affordable & validated by internationally accredited universities and institutions. Our Courses are Validated by European International University Paris.

Why us

We are supported by globally recognized professionals and industry experts. Our curriculum is created by Global experts in their respective fields to give you an edge in your profession & career

Strategic HR Business Partner Excellence Certification

From Administrative Function to Catalyst for Organizational Transformation

Overview:

Strategic HR Business Partners are much more than policy enforcers—they're trusted advisors and architects of the future. By working alongside executive teams, they infuse business decisions with a people-first mindset, shaping talent strategies that fuel long-term success.

Throughout this Certificate, you'll discover how to turn HR practices into powerful people strategies, advocating for initiatives that enhance engagement, agility, and resilience across your organization.

In this Certificate, you'll learn how your influence can transform people management, leadership development, and the core values that guide your organization's future.

This Certificate will empower you to move beyond a reactive mindset, equipping you to anticipate change, drive transformation, and position people as your greatest advantage.

The future belongs to those who see HR as a strategic engine for growth.

By engaging fully in this certificate, you'll gain insight and tools to turn vision into action and possibility into measurable results.

About the Facilitator:

Mariham Magdy is an Official Facilitator of The KPI Institute (Australia), Certified KPI Professional & Practitioner, Certified Strategy & Business Planning Professional, Certified Performance Management System Audit Professional, Certified Balanced Score Card Management System Professional, and Certified OKR Professional.

She is an HR, Strategy, & Management Consultant and Trainer, Business Journalist with a demonstrated history of working in the oil & gas industry for more than 14 years of Corporate Experience in HRM starting from building an HR department from scratch till managing capably all HR department different functions.

As a Trainer Mariham has completed more than 5000 Training hours, training different levels of management (Front Liners, Middle Management, and Top Management) In addition to training entry level and junior employees as well. Having the privilege to train people from different nationalities (Arabs, Europeans, Africans, and Asians) across different Countries.

Mariham is the ROI Institute, USA - Egypt Partner, Certified ROI Professional (CRP), and AWARD-WINNING Writer from the ROI Institute in the US for the BEST ROI Article 2018.

She is an official facilitator of LMI Egypt (Leadership Management International), an Egyptian Ambassador for the HRCI (USA) and The Female Factor (Austria) in Egypt.

Mariham was selected as one of the Judges for Gulf Sustainability Awards 2021 & 2022 and one of the Judges at Stevie Awards Middle East & North Africa 2022, Stevie Awards for Great Employers, and Stevie Awards International Business Awards.

Mariham is a public speaker in the field of HR, speaking in conferences in UAE, Malaysia, and Egypt, in addition to having more than 25 certifications in measuring ROI and KPIs, learning and development, talent assessment, OD, and human resources: PHRi™ | C-KPI | C-KPIP | GLA360 | C-Organization Designer | CRP | HR Analytics Practitioner | AUC Certified Trainer | Psychometric Personality Assessor. | Certified Trainer from the Arab Union & Council of Arab Economic Unity | C-SBP | APRM™ | MBA Leadership™ | CPDT™ | CEA | ISO 9001 Quality Management Systems Associate™ | CSSGB™ | Entrepreneur Program™ | RWVCPC | Scrum Foundation Professional Certificate | HR Governance | CASFT™ | CNPT™ | OKRCPT™ | AHRCPT™ | IMCPT™ | BMGENPT™ | KIKFT™

About the Certification:

Book your certification now and step into the future of opportunities!



This workshop is specifically tailored for Professionals to bridge their Theoretical background with the hands-on experience needed to implement sound Strategic HR Business Partner Practices translating the Business Strategy into actionable objectives for HR functions.

Learning Outcomes:

By the end of this practical certification; participants will be able to:

- Identify What is a Human Resources Business Partner (HRBP)?
- Illustrate HR Business Partners' roles and responsibilities
- Comprehend HR Business Partner Job Description
- Explain the Evolution and Significance of the HR Business Partner
- Evaluate Levels of HR Business Partners (HRBP) Differences and Hierarchies.
- Examine the HRBP Career Path
- Define Competencies for HR Professionals.
- Learn How HRBP Builds Strategic Relationships
- Craft Business and HR Strategies Informed by Data
- Apply HR Efficiency Metrics: Core versus Strategic Metrics
- Build a Business Case for HR as a Strategic Asset
- Align the HR Architecture with HR Deliverables
- Design the Strategic HR Measurement System
- Implement Management by Measurement

12 Toolkits You will get by attending this Certification:

- HRBP Role Clarity Canvas
- HRBP Competency Self-Assessment Matrix
- HRBP Career Path Planner
- Strategy Map Template
- HR Department Scorecard
- HR Deliverables Identification Matrix
- HR Initiative Prioritization Grid
- Stakeholder Influence Mapping Tool
- HRBP Consulting Conversation Framework
- Conflict Navigation Guide for HRBPs
- Executive Communication Planner
- HR Transformation Roadmap

Who Should Attend?

- HR Professionals.
- MBA Students.
- HR Managers / Business Partners /Performance Managers
- HR Section Heads/ Supervisors
- HR Supervisors / Strategy Office Specialists.
- Performance Specialists.
- HR Professionals interested in acquiring fundamental knowledge & practice in Strategic HR Business Partnership.

Training Methodology

- Lecturing & Presentation.
- Group activities & discussions
- Practical case studies.
- Application Exercises.
- Individual and Group Presentations

Duration:

No of days	No of hours
5	20

Agenda:

DAY 1:

1. What is a Human Resources Business Partner (HRBP)?
2. HR Business Partners' roles and responsibilities
3. HR Business Partner Job Description
4. The Evolution and Significance of the HR Business Partner
5. Levels of HR Business Partners (HRBP) Differences and Hierarchies
6. The HRBP Career Path
7. Competencies for HR Professionals.

DAY 2:

1. A SEVEN-STEP MODEL FOR IMPLEMENTING HR'S STRATEGIC ROLE
2. Linking People, Strategy, & Performance
3. Step 1: Clearly Define Business Strategy
4. Step 2: Build a Business Case for HR as a Strategic Asset
5. Step 3: Create a Strategy Map
6. Step 4: Identify HR Deliverables within the Strategy Map

Day 3:

1. Step 5: Align the HR Architecture with HR Deliverables
2. Step 6: Design the Strategic HR Measurement System
3. Step 7: Implement Management by Measurement
4. How an HRBP build strategic relationships?
5. The HRBP Toolkit for Success.

Day 4: (Practical Project)

1. Building a Strategic HR Organization from scratch.
2. Phase 1: Business Context
3. Phase 2: Identifying Critical Organizational Capabilities.
4. Phase 3: HR Design—Developing the HR Organization, HR Practices, and HR People
5. Phase 4: Accountability and Sustained Change.

Day 5:

1. People practices for better Talent Management (The 3 Cs).
2. Redesign the HR Department.
3. Five Channels in the HR Organization
4. Cost-Benefit Analyses for HR Interventions
5. **Final Practical Project: Your HR Transformation Roadmap**