



The American Chamber  
of Commerce in Jordan



# HR STRATEGIC MANAGEMENT DURING THE TIME OF COVID

Learn How to Create Value through your  
Organization's Workforce!



APR. 4<sup>th</sup> – 11<sup>th</sup>, 2021



Microsoft Teams

## Description:

This training workshop is designed to help HR Professionals and Business Executives to focus on strategic deliverables that have a direct impact on the sustainability of the business during the pandemic. It concentrates on the strategic partnership of Human Resources in the success of the business.

## Key Topics Covered:

- Succession Planning
- Competencies Mapping & Analysis
- Corporate Compensation
- Performance Evaluation
- Employees' Engagement

## Learning Outcome:

Utilizing the strategic HR deliverables for business sustainability and optimizing its human capital.



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# HR STRATEGIC MANAGEMENT DURING THE TIME OF COVID-19

*\*\*All sessions will be delivered from 3:00 PM – 6:00 PM Amman Time*

Date	Topic	Deliverables
April 4 <sup>th</sup> , 2021	Succession Planning & Competencies Mapping and Analysis	<ul style="list-style-type: none"> <li>What is Succession Planning</li> <li>Approaches to identifying critical positions</li> <li>Identifying high potential candidates</li> <li>Ensuring the readiness of potential candidates and challenges</li> <li>Building the technical and behavioral competencies dictionary</li> <li>Designing competencies card for competency proficiency</li> <li>Competency mapping/ missing competencies</li> <li>Approaches for competency integration</li> <li>Introduction of Workload Analysis</li> </ul>
April 6 <sup>th</sup> , 2021	Corporate Compensation	<ul style="list-style-type: none"> <li>Job Evaluation approaches</li> <li>Translating Job values to monetary compensation</li> <li>Types of pay (Base, Merit, and variable)</li> <li>Adjusting overpaid and underpaid employees as per the Two Dimensional Matrix</li> </ul>
April 8 <sup>th</sup> , 2021	Performance Evaluation	<ul style="list-style-type: none"> <li>The four approaches of Performance Evaluation</li> <li>Relating indicators to divisional and corporate objectives</li> <li>Types of variable and merit pay</li> </ul>
April 11 <sup>th</sup> , 2021	Employees Engagement	<ul style="list-style-type: none"> <li>What is Employees' Engagement</li> <li>Parameters and factors of engagement</li> <li>Calculating Employee's engagement index</li> </ul>





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***Delivered by the Human Resources Expert***

## **Mohammad Abdelrahman Human Resource Strategic Consultant**

With more than 25 years of hands-on and consulting experience in Strategic HR and Management fields, Mohammad has established his track-record of value-added achievements in different business areas.

Mohammad gained regional experience through his work as Group HR Projects Director at National Holding - Abu Dhabi, UAE, a conglomerate company comprised of multiple corporations. His position as Group HR Director at Talal Abu Ghazaleh Group offered him the business experience that enriched his knowledge and sharpened his strategic planning, management skills, and business sense. Additionally, through his experience as Managing Partner of ORG GRO – Management Advisory, a consulting firm specialized in Human Capital Development based in Mississauga – Canada, he was exposed to different challenges in different business sectors.

Mohammad conducted different training programs, including HR Audit, succession planning, Performance Management, Leadership Development, Total Reward, and Competencies Modeling. In addition to his Bachelor's degree in Mathematics, Mohammad graduated with a Master's Degree in Human Resources Development from the University of Huddersfield - United Kingdom.



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## **Registration Link:**

[https://forms.office.com/Pages/ResponsePage.aspx?id=Q8AQXgrgj0Ghuat4KzN4ml\\_zMX9GdINInyGujXcUOUtUMUtaR1gwNIBPSIhMTUUhUUTBKRUUwN1VOUC4u](https://forms.office.com/Pages/ResponsePage.aspx?id=Q8AQXgrgj0Ghuat4KzN4ml_zMX9GdINInyGujXcUOUtUMUtaR1gwNIBPSIhMTUUhUUTBKRUUwN1VOUC4u)

## **Registration Fees:**

- Members: 150 JOD
- Non-Members: 225 JOD

## **Payment Method:**

Please contact AmCham-Jordan by:

E-mail: [amcham@amcham.jo](mailto:amcham@amcham.jo)

Phone: (+962) 6 565 1860

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