

HR TRANSFORMATION



Price : **900 USD (Including Accommodation)**

Location : **Turkey/Istanbul**

Training Date : **13 - 15 / 9 / 2021 (Mon-Wed) 3 Days**
Including **free trip**

COURSE OUTLINE

Day 1

- The changes in Human Resources Director roles and responsibilities.
- The Business partner concept.
- The Talent & Organization concept.
- The Administrative expert concept.
- The People Investment concept.
- What is HR digital transformation.
- Which factors are necessary for a successful digital transformation?
- The Six stages of HR transformation:

Business as usual

Present and active

Formalized

Strategic

Innovative and adaptive

Converged



Day 2

- The six steps to start your HR digital transformation:

Establish a clear goal

Get everyone on board

Don't overcomplicate things

Prioritize ideas

Assess performance

Culture is important

- Three IT Technology approaches:

On-premise, or purchase and install

Hosted, or application service provider

Software as a service (SaaS)

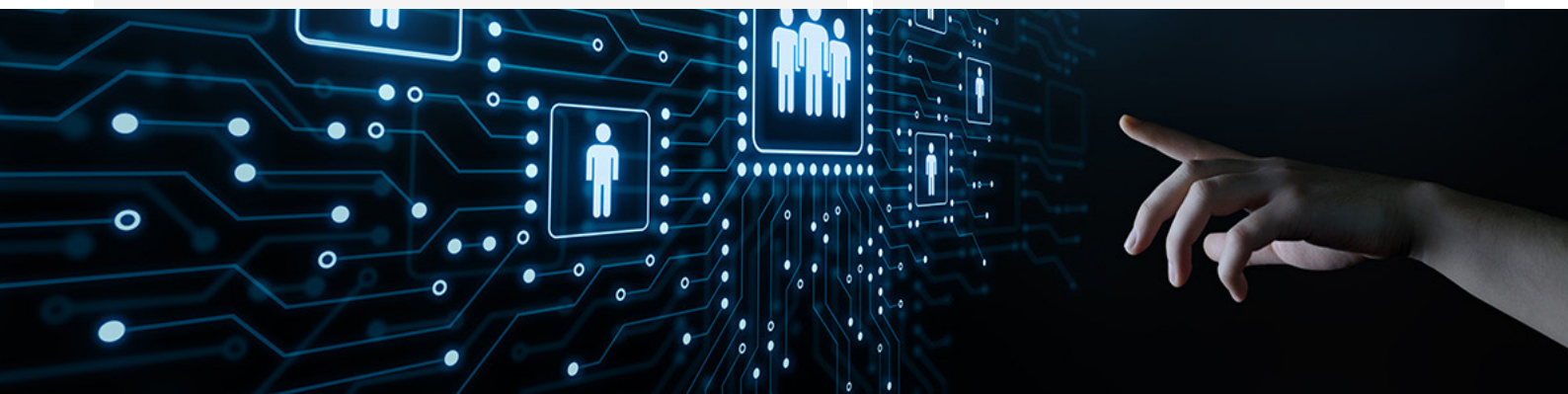


- Access to HR Data:

HR portals

Employee self-service (ESS)

Manager self-service (MSS)



- Using HR Technology:

E-Recruiting

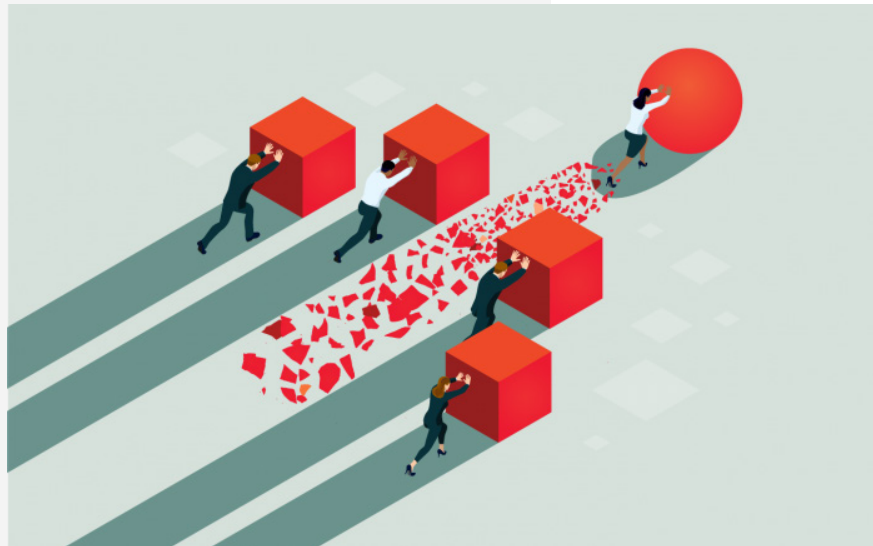
E-Selection

E-Performance Management

E-Learning

E-Compensation

E-Benefits



- The Future: Five Year Trends in HR Technology.
- Data Science and Analysis.
- Agile Human Resources function.

Day 3

- Examples of HR digital transformation.
- Employee engagement through an HR Shared Services Centre.
- The 200 employee engagement ideas.
- Happiness within organization.



INSTRUCTOR PROFILES

Marwan Alkhouli

Chief Operating Officer

Mr. Marwan Alkhouli, holds Master's and Bachelor's degree in accounting from the University of Jordan with honors in addition to a number of professional certifications which are Certified Public Accountant (CPA), Certified Fraud Examiner (CFE), Certified Business Manager (CBM), Certified Risk Professional (CRP), Certified Project Manager (CPM), Certified risk analyst (CRA), Certified Financial Consultant (CFC), and Fellow Governance Practitioners (FGP).

Mr. Marwan Alkhouli have banking experience for more than 27 years, where he began his work as a banker in the Hashemite Kingdom of Jordan as an inspector in the Jordan Islamic Bank, and then worked in 1994 in Central Bank of Jordan as an employee in International Loans and Agreements Department, then moved to the Bank of Jordan at the end of 2004 as Head of Department in Credit Department and then promoted to Acting Manager of Audit follow-up Department. In 1998 he moved to Jordan National Bank (Ahli) as manager of Financial Control Department and then became Assistant General Manager/The Auditor General of the Bank. At the end of 2004, he moved to work in Capital Bank as Assistant General Manager / Chief Internal Audit until the end of 2006 and then moved to Union Bank as Assistant General Manager / Inspection and Internal Audit Division until May 2008, where then he joined Oman Arab Bank as Deputy General Manager/Chief Audit Executive and since September 2016 he became the General Manager - Head of Operations Group.

In April 2018 he moved back to Hashemite Kingdom of Jordan as Deputy CEO - Chief Operating Officer in Housing Bank for Trade and Finance supervised 8 departments which are Central Operations, Human Recourses, Information Technology, Logistic, Marketing and Corporate Communication, Processes Reengineering, Real Estate Portfolio, and Enterprise Project Management Office until September 2020. He is now Banking expert in GLG – USA.

Mr. Marwan Alkhouli held several positions as a Board Member during his worked which are International Bank for Trade and Finance, Jordan Real Estate Investment, Arab Press Corporation, Zarqa Private College, Staff Saving Fund of Jordan National Bank, also he served as Acting General Manager in Arab Press Corporation.

Mr. Marwan Alkhouli consider a professional trainer in different areas such as Internal Audit, Fraud, Accounting, Financial Analysis, Transformation, Process Reengineering, and banking as well as he provides professional training courses for CPA, CIA, CMA, and CFA certificates since 1997.

FOR REGISTRATION

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