|  |
| --- |
| * Strategic Planning/ Corporate Strategy * Performance Management * Organizational Development * Business Process Effectiveness * Employee Engagement & Culture Program * Data Analytics and Management * Compensation and benefits program * HR Digitalization |

**Shaimaa El-Beshlawy Contact**: 00201114444105 -00201148280409 **Email:** [Shbeshlawy1@yahoo.com](mailto:Shbeshlawy1@yahoo.com)

**Objective: Senior Organizational Development Role**

**To increase the efficiency and effectiveness of the organization**

A Senior Business Partner, who has shaped high performing cultures, developed performing and executable strategies to motivate teams to exceed corporate objectives, that helped transform the workplace into a performance base workplace.

Work Experience

**Majid al Futtaim global solution- Regional Senior HR Manager.** *2021-2022*

|  |  |
| --- | --- |
| * Manage organizational development of retail business unit across GCC region * Manage the Performance matrices of the strategic TA plans | * Assessing business structures, procedures, processes, and resource utilization. * Setting action plan to overcome performance gape |

**New Giza University - HR Director** *2018-2020*

|  |  |
| --- | --- |
| * Analyse business structures, procedures, process, and identifying improvement areas * Plans and leads short- and long-term planning for OD programs. | * Leads the design, development and implementation of business process, policies and strategies tailored to meet OD needs. * Provides consultative services to the business regarding strategic planning, and development |

**Etisalat, Egypt – *Organizational Development & Business Partner Manager*** *2016 - 2018*

|  |  |
| --- | --- |
| * Provide analysis, interpretation, observations, recommendations, and action planning based on data management/ analysis and other Organizational Assessments. * Develop and implement projects on a variety of leadership, culture, and organizational effectiveness topics. | * Advised on change management initiatives and restructuring to serve the strategic planning of the company. * Collaborates with executives and managers to develop long-range, strategic goals for the organization. |

**Etisalat, Egypt - Performance management & Employee engagement manager** *2011-2016*

|  |  |
| --- | --- |
| * Designed high performing strategies and executive solutions to support high organizational performance and employee engagement. * Data Management & analysis of the entire PM system | * Developed Etisalat Competency Model to set employees performance standards that helped drive the organization’s overall strategy. |

**Etisalat, Égypt. – *Talent Acquisition Manager*** *2008 - 2011*

|  |  |
| --- | --- |
| * Designed high performing Talent Acquisition strategies and reduce SLA by 50% | * Developed the capabilities of 8 team members to fulfill business requirements and enhance customer satisfaction |

**Moemen group (fast food & food processing) – *HR Manager*** *2003 –2008*

|  |
| --- |
| Managed the Job evaluation programs and total rewards using the Hay methodology, helped drive a high employees’ and organization performance. |

**Logic- consulting - *Assistant HR Consultant*** *2001 – 2003*

|  |
| --- |
| Conducted Logic salary, developed employee training programs and development tracks for five major clients, and hiring processes that were used to recruit hundreds of employees for dozens of clients |

Education

|  |  |
| --- | --- |
| * **MA in Leadership Innovation & Change** York St. John University, Switzerland, 2017. | * **HR Diploma** American University in Cairo, 2001 * **BSc Faculty of commerce**, Cairo University, 2000 |

Key Qualifications

|  |  |
| --- | --- |
| * Accredited Certified Life Coach, Fransisco de Vitoria University, 2016 * Certified Executive Coach, 2016 * SHL Certified Assessor, SHL, 2009 * Career Management Coaching Certification, 2013 | * Job Evaluation Training Expert, Hay Group, 2009 * Competency Based HR Management Expert, 2009 * Mentorship Certification, 2014 * Train The Trainer Certification, Quest, 2002 |