

Competency Based Interview Workshop

Sharif Magdy



Outlines

Day One

- *Introduction & Welcome (Breaking Ice)*
- *Course Agenda , roadmap and plan.*
- *Why it is important to study this subject.*
- *Think strategic.*
- *Competencies ... the new era.*
- *Competencies vs skills What vs how.*
- *Are you ready to shift ?*
- *Competency frame work.*
- *Linking Competency with company strategy and company's performance.*
- *Workshop – Understanding the competency as a concept.*
- *How to build your competency framework*
- *Impact of competency framework on company's environment , culture & performance.*
- *Communicating your framework to your staff .*
- *Workshop – Building Competency frame*

Day Two

- *Recruitment & selection Concept*
- *Manpower planning & needs verification .*
- *Art of Interviewing and how to read people*
- *Preparing your interview.*
- *Basics of making a successful interview ?*
- *Interview vs competency based interview .*
- *Selecting star performers interview.*
- *Technics of competency based interview.*
- *Star Method .*
- *Sample of questions used in Competency based interview.*
- *Closing the interview correctly.*
- *Workshop – Competency based interview*
- *Conclusion*

SHERIF MAGDY MOSAAD

Human Resource Consultant



Professional, certified, high problem solving skills, result oriented, dynamic, innovator, strategic and enthusiastic resource in the field of Human Resource, management & legal consultation possessing with more than 20 years of tough professional experience, with a remarkable points of strength in management advising, coaching, performance management, recruitment, sustainability, wages management and organization development.

During Sherif's professional career, he refurbishes and lead in establishing companies and launch its management style, Human Resource and personnel functions by creating suitable systems and full internal policies in a way helps companies to achieve objectives and goals.

Currently, Sherif is working as Human Resource & Administration Director in Beltone Financial Holding, the most growing investment banking in MENA, managing our head office in Egypt and our subsidiaries in UAE, UK and United States, in addition to his private business in Managing his own company, **zHead hunter** for Human Resource Consultation & Services, in addition to working as Human Resource trainer in Victoria Business School, Switzerland & Roma Business School, Italy. Sherif also worked as Speaker in Lyon University, Lyon, France (On monthly basis) and Arab Academy for Science & Technology.

Sherif's services are, Human Resources Training, Human Resources Audit & Due Diligence, Payroll processing, Personnel, Recruitment & Head Hunting and Human Resources Consultation. Sherif worked before joining Beltone Financial Holding in many organizations like, Vodafone, Orascom, Groupe SEB, BayaNet (*Microsoft Golden Partner*), Beltone Asset Management and Andalusia.

Sherif is holding many professional certificates like, Maritime law & Commercial Arbitration Diploma – Arab Academy for Science & Technology – 1999, Professional Human Resource Manager, American University in Cairo – 2003, Certified Trainer, American University in Cairo - 2009, Commercial Arbitrator, Cairo University – 2012, Certified Leader, Leaders, London – 2015 & HR Internal Auditor & Due Diligence, Credit Agricole, Paris – 2016.

Sherif attend many trainings in different areas like all HAY trainings related to HAY methods in Compensation, Performance Management, Strategic HR planning, Sustainability Management, Leadership & Coaching, Talent Management, Competency Frame, Competency based interviews & Others

Sherif participated in more than 5 acquisitions by handling the HR area, Groupe SEB Egypt, Coca Cola, Emsa (Germany), WMF (Germany), BNP Paribas, Lafarge & MI Bank.

His client list contains many companies like Microsoft, Coca Cola, Groupe SEB, Magrabi, Dakahlia Holding, Geronil, BNP Paribas, Obelisk Financial, Alexmar – KSA, EL Sabaiee – KSA, Lyon University, AWA, EVA Pharma, EVA Cosmetics, Right Group, ACT Financial, Mobiliy – KSA, Electrolux, Season, Toshiba, Zahran, Riti, Brilliance & Others.

Sherif was one of the founders of SHRM Egypt, HR Consultant in Industrial Modernization Center and Corporate Lawyer.

Sherif is 48 years old, married with a daughter and son, member in the Egyptian National team in Golf Croquet, Motorcycle rider and music listener.

Thanks for your time,



Sherif Magdy Mosaad