

# MOHAMED HAMED

## HUMAN RESOURCES MANAGER



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### SUMMARY

I'm a computer engineer practice Human Resources management for more than 15 years at multinational and national organizations in addition to earlier 10 years' experience in information technology practiced business analysis preparation and oracle implementation for finance, HR, supply chain and manufacturing functions this journey supposed me to get knowledge and experience for whole business cycle from different perspectives and master transformation experiences.

I planned to get a leading & challenging role in organization assured excellence with efficiency in every process to guarantee sustained performance towards achieving organization goals & profitability.

I motivated by achievements and adding value to my partner, customers, services and society also I believe in management by coaching and being a role model.

### EXPERIENCE

**Jan-23: till now**

**Ramacin pharmaceutical**

HR Manager

**May-22: Sep-22**

**Genena Holding – Real Estate Development**

Human Resources Manager for INMA Construction

Human Resources Development Consultant

**Mar-2021: Nov2021**

**Misr Elhegaz Group. 7 Factories produce Pipes, Foam, Bags, Foils**

HR Manager

**Dec-2005: Feb-2019**

**Coca-Cola Bottling Company of Egypt**

HR Center of Excellence Manager

Career Management Manager

HRIS and Reporting Systems Manager

Oracle ERP Application Consultant

Regional Information System Controller

**Dec-2005: Feb-2019**

Jan-15: Feb-19

Mar-2013: Dec-2014

May-09: Feb-13

Dec-06: Apr-09

Dec-05: Nov-06

**Oct-2003: Nov-2005**

**Alexandria National Refining and petrochemicals company (ANRPC)**

Information Technology Section Manager

**Nov-2002: Oct 2003**

**United Neutral Glass Group (UNG)**

ERP Applications Manager

**May-2000: May 2002**

**COCA COLA Bottling Company of Egypt**

ERP Oracle Consultant

**May-1999: Apr 2000**

**Data Management System (DMS), As Programmer - Power Builder**

**1996: 1997**

### EDUCATION

Benha College of Engineering and Technology - 1997

Bachelor of Computer Engineering

ESLSCA - 2015

**MBA**

Major International HR & Career Coaching

Regional IT Institute RITI

Human Resources

Management Professional

Diploma - 2010

### TRAINING & CERTIFICATES

IHRM – HRSG - 2013

Advanced Competency

Based Talent Management

Development Dimension

International DDI

Certified Targeted Selection®

Career Planning and Adult

Development Network

Job and Career Development

Coach

Job and Career Transition

Coach

Garry Dessler

Human Resources 2.0

## ACHIEVEMENTS/ACCOMPLISHMENTS

Build & manage HR shared service that deliver HR services to 51 sites divided into 7 different regions (8 production plants – 43 sales depots) with a total manpower of 11,000 employees plus 3,000 casual labors.

Starting from SLA with all partner (HR leaders, IT leaders) including job design, team selection, infrastructure design, processes reengineering and KPI's.

Unify, centralize, automate and control HR processes including processes simplifications, resources allocation and resistance overcome.

Proved experience in building and development HR team capabilities.

Merge 2 organizations crush & Schweppes into coca cola HR system and overcome all challenges.

Slash early staff turnover for sales team by 50% by finding the root cause and develop a solution model

Increase sales team productivity and their citizenship and develop a new commission policy based in clear & simple KPI's aligned with sales function objectives.

Develop and implement bonus schema and policy for senior leaders.

Transform raw data into information & conclusions and deliver to functions leaders

Manage payroll running and banks process to be accurate and intime and develop a monthly reconciliation process.

Manage outsourcing employee's process.

Consolidate all compensations & benefits payments to be from payroll system.

Increase employee's loyalty to the brand by listening, surveys and take action

Increase HR productivity by connect systems activities with HR strategy.

Participate in 3 culture transformation projects as change agent, data analyst, recommendation, consultation and action plan implementation.

Convert payroll and cash benefits audit report issues to an opportunity by highlight need of change.

Build grading system with reference to Hay's

Setting salary structure per grade and implement adjustment plan in 5 years.

Increase employee's satisfaction with HR services and build & manage employee's self-service requests & inquires and develop a policy.

Enable internal hiring process and develop the policy.

Solve sourcing issues and discover appropriate sourcing channel either for blue or white collars.

Head hunting of talents for leads positions

Build employee and management trust on HR systems & Data.

Analyze data in support of strategic priorities and build monthly HR reports package.

Communicate findings and recommendations clearly to relevant parties.

Slash HR head count by 40% with increase in HR services quality and employee's satisfaction.

Prepare and implement HR audit to assess HR key result area and develop action plan.

Overcome production strike with worker's union cooperation.

Achieve HR data privacy and security with achieving data availability objective.

Minimize cash process and many monthly payments by redesign and manage payroll processes schedule and bank transfer process

Increase employee's satisfaction with summer resorts activity with increase 30% in number of employees getting this benefit plus 5million EGP cost saving.

Cooperate with coca cola at India and Morocco to calculate right head count with level of automation consideration and social responsibility, outsourcing service.

Redesign HR function in cooperation with global praxis consultancy group (Spain HR consultancy company).

Manage and implement performance management system including managers training, process administration & follow-up, bell curve, employee's identification on potentiality & performance matrix, TNA, compensation impacts, policies updates and appeal process.

Building talent acquisition process & policy.

Carlton Advanced  
Management Institute and  
Score plus CACA  
Certified Assessor

Career Assessment  
Instruments  
Personal Style Indicator,  
Motivates Skills  
Career Values  
Occupational Interests

Oracle Egypt  
Oracle HRMS full track  
Oracle Finance modules

ICF International coaching  
federation  
Member since 2011 till 2015

2017 reword of motivating  
leader  
top-achieving leader with  
exceptional leadership skills  
and change agent

### CORE BUSINESS VALUES

accountability, achievements,  
honesty & integrity,  
excellence, mutual trust &  
respect, customer value.

### LEADERSHIP ASSESSMENT

(Available upon request)  
Job Master Assessment  
Center – Coca Cola  
Leadership Competencies

SHL Talent Measurement  
OPQ Universal Competency  
Report

CPI Coaching Report for  
Leaders

MBTI Career Report

Design ERP selection criteria based on strategy, people, processes, data, running systems, infrastructure, running cost and budget.

Resolve illegal issue with labor office and social insurance office and develop an appeal process with appeal committee as a preventive action

Manage employee's transportation including internal or external buses agreements and operations.

optimize factory production volume, employee productivity, revenue and profit by redesign org structure & shifts schedule & positions merge according to production capacity and calculate right head count per production shift and empowering sales team capabilities.

Develop organization vision and setting organization and functions objectives.

Develop and implement succession planning and management program.

Build organization talent pool.

100% oracle HRMS implementation success for modules core HR, payroll, training & development, time tracker, workflow and self-service.

100% oracle implementation success for modules general ledger, account payables, accounts receivables, order management and inventory

PSI, Big Five, Career Values, Motivated Skills, Career Interest

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