

Lamiaa Aly Mohamed Samy

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Strategic HR Business Partner with 16 years of experience across multinational environments, combining a strong engineering mindset with deep expertise in people strategy, workforce planning, employee relations, governance, and organizational effectiveness. Proven ability to partner with senior leaders to translate business strategy into people initiatives that drive performance, engagement, and compliance. Experienced in managing the full employee lifecycle, leading change initiatives, mitigating people-related risks, and embedding HR governance and best practices across regions. PMI-ACP certified, bringing structured, agile, and data-driven approaches to HR delivery.

Core Expertise

- Employee Relations & Case Management
- Workforce Planning, Organizational Design & Succession
- Performance Management, Calibration & PIPs
- Change Management, Restructuring & Workforce Optimization
- Leadership Advisory, Coaching & Decision Support
- Employee Engagement & Culture
- HR Risk, Compliance & Governance
- Senior Stakeholder Management

Professional Experience

Majid Al Futtaim Retail, CORP HO, Egypt

Feb 2025 – Present

Senior Manager People & Organization Business Partner

- Act as a strategic advisor to senior leaders, aligning people and organization strategies with business objectives and workforce plans.
- Own and manage the full employee lifecycle (onboarding, engagement, performance management, development, and offboarding) in compliance with company policies and local labor laws.
- Partner with line managers on talent reviews, succession planning, and career development to build internal pipelines and reduce key role risks.
- Support organizational design, restructures, role alignment, and workforce optimization initiatives to enhance efficiency and clarity.
- Drive employee engagement, well-being, and inclusion initiatives in collaboration with regional P&O and COE teams.
- Strengthen HR governance by participating in risk assessments, identifying compliance gaps, and recommending corrective and preventive actions.
- Lead and contribute to HR projects including policy reviews, audit readiness, and process improvements.
- Oversee attendance management, documentation, and record-keeping to ensure operational and legal compliance.
- Serve as the key point of contact between management across locations, ensuring consistency, alignment, and effective communication.
- Collaborate closely with Talent Acquisition to support workforce planning, participate in interview and selection processes, and initiate employment offers in line with approved structures, budgets, and governance.
- Partner with Talent Management teams to support performance management cycles, calibration sessions, and individual development planning, ensuring alignment with business priorities and succession plans.

Majid Al Futtaim Retail, CORP HO, Egypt

Jan 2024 – Feb 2025

Senior Manager Learning & Development – Head of Centre of Excellence (COE)

- Led the Learning & Development COE, ensuring governance, standardization, and quality of people development initiatives across regions.
- Partnered closely with business leaders and HR Business Partners to translate capability needs into scalable development solutions.
- Oversaw workforce capability planning and learning roadmaps aligned with business priorities.
- Managed end-to-end HR and L&D projects, including budgeting, resource planning, risk management, and delivery governance.
- Developed SOPs, templates, and governance frameworks to ensure consistency and compliance across markets.
- Applied agile project management practices to improve speed, stakeholder satisfaction, and delivery quality.

Schneider Electric, Cairo, Egypt

Jan 2019 – Dec 2023

Learning Project Manager

- Partnered with business stakeholders to assess capability gaps and translate them into structured development and enablement programs.
- Managed complex, multi-stakeholder HR and learning projects, ensuring delivery on time, within budget, and aligned with global standards.
- Conducted risk assessments and implemented mitigation plans to minimize operational and people-related risks.
- Led cross-functional teams and external vendors, ensuring governance, quality assurance, and stakeholder alignment.
- Designed and implemented frameworks to improve knowledge management, team effectiveness, and operational consistency.
- Supported management with HR systems and SAP-related initiatives to enhance data accuracy and reporting.

Schneider Electric, Cairo, Egypt

Jul 2013 – Jan 2019

Senior Instructional Designer

- Partnered with HR, leadership, and business teams to align learning and development initiatives with strategic objectives.
- Led and coached teams delivering large-scale development programs, ensuring quality, governance, and business impact.
- Defined measurable performance and capability outcomes to support talent and organizational effectiveness.
- Facilitated workshops and stakeholder sessions to support change adoption and capability building

Invensys (Now Schneider Electric), Cairo, Egypt

Jul 2010 – Jun 2013

Senior Instructional Designer

- Conducted needs assessments and developed learning interventions supporting business and people capability requirements.
- Collaborated with SMEs and HR stakeholders to ensure alignment with organizational standards and expectations.

German University in Cairo (GUC), Cairo, Egypt

Oct 2008 – Jul 2010

Teaching and Research Assistant

Education

PMI Agile Certified Practitioner (PMI-ACP) – April 2021, renewed on April 2024

Ain shams University, Mechatronics Engineering Department, Faculty of Engineering
Bachelor's Degree of Science, Mechanical Engineering

2008

Systems & Tools

- SAP SuccessFactors | HCMS
- MS Excel, PowerPoint, Word, Visio
- HR & Learning Technologies (Articulate 360, Adobe Suite)