


Ahmed Elsedawy

HRBP & Organizational Development Leader | Transformation | Talent Strategy

 **Phone:** (+2) 1099066043

 **Email address:** eng.ahmed.elsedawy@gmail.com

 **Address :** 6th of October City, Giza, Egypt.

 **LinkedIn :** <https://www.linkedin.com/in/ahmed-elsedawy-346b54156/>

Professional summary

Strategic HR & Organizational Development Leader with 20+ years of diversified experience across HR transformation, organizational effectiveness, workforce planning, and operational leadership within large-scale manufacturing environments. Proven track record in leading enterprise-wide restructuring, HR governance, talent management, and performance transformation initiatives for organizations exceeding 20,000 employees. Successfully delivered cost optimization and productivity improvement projects exceeding 60M EGP through data-driven workforce strategies and operational excellence. Combines strong operational expertise with strategic HR leadership capabilities.

Professional experience

OD Manager – Giza Spinning and Weaving Co. (October 2025 - Present)

- Leading enterprise-wide organizational transformation and restructuring across all business functions.
- Redesigning organizational structures, job grading, titles, and workforce models to enhance efficiency and governance.
- Developing HR policies, regulations, KPIs, incentive schemes, and performance frameworks aligned with business strategy
- Leading management assessment, job evaluation, manpower planning, and HR governance reviews.
- Supporting strategic talent acquisition and leading HR system implementation initiatives.

HRBP Head – ELARABY Group (Apr 2023 – October 2025)

- Leading the HR business partnering function and aligning people strategy with business goals.
- Managing HR operations and workforce strategies for 20K+ employees across 5 manufacturing sites
- Driving leadership development, organizational design, and workforce planning

Senior HRBP – ELARABY Group (Sep 2019 – Mar 2023)

- Led HR initiatives include performance management, training, and workforce planning.
- Analyzed HR KPIs, turnover trends, and engagement results to guide decision-making.

After Sales Service Area Manager – ELARABY Group (May 2014 – Sep 2019)

- Led technical operations and managed cross-functional service teams to improve operational efficiency and customer satisfaction.
- Supervised engineering teams and optimized service performance across multiple locations

After Sales Service Supervisor – ELARABY Group (Sep 2010 – May 2014)

- Managed field service operations, maintenance activities, and technical support for office equipment solutions.

After Sales Service Engineer – ELARABY Group (Feb 2006 – Sep 2010)

- Diagnosed and repaired office equipment in field and workshop environments.

Key Projects

- Enterprise Organizational Restructuring – Giza Spinning & Weaving Co.
- Corporate Transformation Program (Korn Ferry)
- Performance Management System (PMS) Implementation
- RACI Matrix Implementation
- Incentive & KPI Framework Design
- Workforce Optimization Program – Savings 60M+ EGP
- HR Digital Transformation & HR System Implementation
- Employee Engagement Program for 20K+ Employees
- Talent Export Program (KSA & Germany)
- Unproductive Labor Reduction Project
- Expatriation Optimization – Savings 1M+ EGP
- HR Governance & Policy Development
- Create and start HR audit list
- Job Titles Standardization & Job Description Development
- Site Productivity Analysis & Operational Improvement Recommendations

Education

- Bachelor of Engineering – Menoufia University
- HRMD – HPA Academy
- HRBP Certification – Job Master
- Workforce Planning Certification – Job Master
- MBA (In Progress) – Arab Academy for Management & Financial Sciences

Key Skills

- Strategic HR Leadership
- Organizational Development
- Data-Driven Decision Making
- Workforce Planning Tools
- Talent Management
- Performance Management
- HR Transformation Projects
- Performance Gap Analysis & Training Strategy
- Process Optimization
- Employee Engagement
- Data Driven
- HR Analytics & Dashboard Reporting
- SAP & Success Factors & SQL
- Organization Design
- Change Management
- HR Governance
- HR Digital Transformation
- KPI Framework Design