CINPAA HR LEADERSHIP CONFERENCE · CAIRO

The Future of Human Capital:

Strategic HR Leadership, Digital Transformation & Organizational Excellence

CAIRO · EGYPT · 2026

2026

Venue

InterContinental Citystars Cairo

Cairo, Arab Republic of Egypt

Date

21–23 December 2026

Three days

Organised by

CINPAA

A European institution for training and consulting

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Why this conference, now?

From an administrative function to a strategic driver of performance

Human resources is no longer an administrative function focused on procedures; it has become a strategic driver of organisational performance. Behind this shift are generative AI, changing workforce expectations, the need for new skills, governance and organisational-excellence requirements, and the link between human capital and the region's national transformation visions.

✦ Conference objectives

01 Enable HR leaders to move from an operational role to that of a strategic partner in organisational decision-making.

02 Explore practical applications of generative AI and intelligent agents across the employee lifecycle: recruitment, onboarding, learning, performance and services.

03 Build data-driven decision-making capabilities through people analytics.

04 Move towards the skills-based organisation and apply strategic workforce planning.

05 Design an integrated employee experience and flexible work models that strengthen retention, belonging and wellbeing.

06 Embed AI governance and data ethics in HR, with insight into the European regulatory perspective.

07 Link HR practices to organisational-excellence models, performance indicators and sustainability.

Conference themes · one theme per day

Three days, three integrated themes

Day one
01
21 December

Strategic leadership and digital transformation in HR

- The future of work and the changing role of HR.
- Aligning human-capital strategy with organisational strategy and national visions.
- Leading change and building organisational resilience in uncertain environments.
- The HR director as a partner in the boardroom.
- Generative AI in recruitment, onboarding, learning and employee services.
- Intelligent agents and process automation: opportunities and limits.
- Building the HR technology ecosystem and assessing digital readiness.
- A practical roadmap for digital transformation in HR management.

Day two
02
22 December

People analytics, skills and employee experience

- People analytics and dashboards to support leadership decisions.
- Building skills matrices and closing capability gaps.
- Strategic workforce planning.
- Reskilling and upskilling programmes.
- Designing the employee journey from recruitment to post-employment.
- Flexible and hybrid work models and modern performance management.
- Wellbeing, work–life balance and managing a multigenerational workforce.
- Developing leaders and building a culture of continuous learning.

Day three
03
23 December

Governance and organisational excellence

- AI governance, data protection and the ethics of their use in HR.
- The European perspective on regulating AI in recruitment and workforce management.
- Linking HR to organisational-excellence models, including the EFQM model.
- The social dimension of sustainability and measuring return on investment in human capital.
- **Closing session: building an organisational action plan for each participant.**

Who it is for and how it works

Participants, methodology and outcomes

Who should attend

- Heads and directors of HR
- Training and development managers
- Talent managers
- Digital transformation and organisational excellence leaders
- Executive leaders

In **government**, **semi-government** and the **private sector**.

Methodology

1. **Interactive lectures**
2. **Regional and international case studies**
3. **Applied workshops**
4. **Ready-to-use tools and templates**
5. **A closing exercise to build an organisational roadmap**

Participant outcomes

- ✓ An initial organisational action plan, built by each participant in the closing session, to move HR towards strategic partnership.
- ✓ A practical understanding of generative AI and intelligent agents across the employee lifecycle, and their limits.
- ✓ Approaches to using people analytics and dashboards to support leadership decisions.
- ✓ Practical frameworks for strategic workforce planning, skills matrices and employee-experience design.
- ✓ A reference for AI governance and data ethics, and for linking HR to organisational-excellence models.

CINPAA

A European institution for training and consulting

Founded in Madrid in 2010 and registered in Spain and the United Kingdom, CINPAA works in competency development, training, consulting and international cooperation. It serves government and semi-government bodies, companies, universities and educational institutions, and non-profit organisations.

Cities where we deliver programmes

Cairo · London · Madrid · Barcelona · Paris · Geneva · Zurich · Munich · Frankfurt · Vienna · Prague · Athens · Istanbul · Moscow · Tbilisi · Baku · Tangier · Tunis · Riyadh · Dubai · Dar es Salaam · South Africa · Kuala Lumpur · Bangkok · Tokyo · Miami

Next stop: Madrid

The conference qualifies attendees to take part in the next advanced conference in Madrid.

Accreditations & academic partners

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Professional Development Institute

Universidad Camilo José Cela

ISDE Law Business School

Fees, venue and registration

Participation fees and included services

Standard fee

850 USD

per participant

Group fee

750 USD

per participant when more than one participant registers from the same organisation

The fee includes only

- Airport reception and farewell.
- Daily transport between the accommodation and the conference venue.
- Coffee breaks and lunch.

Not included: hotel accommodation, airfare and visa.

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Registration & enquiries

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