



CENTRAL BANK OF EGYPT
Egyptian Banking Institute

The Progressive Employer Blueprint

Leadership Development



10529



In-Class



8 hours

Course Description:

This program equips leaders and managers with the mindset, tools, and strategies required to transform their organizations into progressive, future-ready workplaces. It focuses on fostering innovation, enhancing employee experience, and building sustainable organizational practices. Participants will explore how to assess current organizational gaps, adopt a progressive leadership mindset, and implement practical initiatives in areas such as employee well-being, engagement, and succession planning.

Target Audience:

- HR Leaders & Organizational Development Professionals
- Department Heads & Managers
- Strategy & Transformation Teams

Course Objectives:

By the end of this course, participants will be able to:

- Explain the concept of a progressive organization and its impact on innovation, employee engagement, and competitiveness
- Analyze the current organizational state and identify gaps using structured tools and frameworks
- Apply progressive leadership practices to enhance employee experience, engagement, & workplace culture
- Evaluate organizational practices and develop a progressive action plan, including innovation & succession strategies

Course Outline:

Module 1: Foundations of a Progressive Organization

- What does “progressive employer” mean
- Characteristics of progressive organizations
- Case study insights (innovation, employee focus)
- Benefits vs. risks of being progressive

Module 2: Diagnosing the Current State

- Gap analysis concept and framework

- Current vs. future state assessment
- Identifying organizational barriers
- Prioritizing areas for transformation

Module 3: Driving a Progressive Workplace

- Progressive leadership mindset
- Building innovation from within (think tanks, roles)
- Enhancing employee experience:
 - Well-being & benefits
 - Flexible work
 - Learning & development
 - Communication & engagement
- Encouraging idea generation and collaboration

Module 4: Sustaining Progress & Future Readiness

- Evaluating current practices and impact
- Accountability and continuous improvement
- Succession planning fundamentals
- Building a progressive action roadmap
- Ensuring long-term sustainability

Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in the group exercises.

Course completion will grant participants:

0.6 CEUs

Course Language:

- Training Material: English
- Facilitation: Bilingual

Prerequisites:

None