



Competency Based Human Resource Management Training & Consulting

WORKSHOP

4 Days

The competency has become key factor in determining how HR adds value in the competitive and volatile business milieu. A growing number of organizations see competence as the key to stellar performance. Competency translates into measurable and observable behaviors or actions that employees must display.

This workshop will walk you through the integrated process of implementing Competency Based HR in your organization by applying Competency Framework to basic functions of HR.

INVESTMENT

Rs. 38,000 Per Participant

INVESTMENT INCLUDES:

- Course Facilitation
- Course Material
- Working Lunch
- Morning and Evening Tea
- Completion Certificate

1

COMPETENCY PROFILING

Winners have a core set of behaviours - habitual ways of doing things and looking at things. Competency Based HRM involves a transition from the traditional way of managing human resources based on what “people have” to “what people can do”. Competency Models and Competency Profiling Methods are explored.

3

COMPETENCY BASED JOB DESCRIPTIONS

Job Descriptions of the past were more duty, task, and responsibility oriented. Job Descriptions of today and into the future will include the competencies necessary to be successful in a job. We discuss the process of Competency Based Job Descriptions that will outline the work employees will be counted upon to achieve in a given position.

5

COMPETENCY BASED TRAINING & DEVELOPMENT

Competency Based Training is a structured approach to training and assessment that is directed toward achieving specific outcomes. The emphasis is on “performing” rather than just “knowing”. Competency Training Cycle is explored.

2

COMPETENCY BASED JOB ANALYSIS

Competency Based Job Analysis discovers the competencies necessary to be successful in a job by describing the jobs in terms of the measurable, observable, and behavioral competencies that employees must exhibit to do the job well. Detailed implementation steps are discussed.

4

COMPETENCY BASED SELECTION

Interviewers can't travel back in time and observe the applicants' performance. Neither can they jump ahead to watch employees on the job. Basic objective of Competency Based Selection is to bring the interviewers pretty close to moving back and forth in time and make reliable prediction about candidate's performance on the job by recreating past performance, identifying personality patterns, and visualizing future performance. How to conduct Competency Based interview is debated.

6

COMPETENCY BASED PERFORMANCE MANAGEMENT

Competencies represent the language of performance. They can articulate both the expected outcomes from an individual's efforts and the manner in which these activities are carried out. Competency Based Performance Management System is presented; emphasizing the “how” of performance.

Team Leader

kp is a recognized professional in the fields of HRM, HRD, OD, and BPR. He holds degrees in Business Administration and Public Administration. He is a graduate of University of Ottawa Canada. He enjoys iconic reputation in his domain for making significant professional contributions. He has worked in North America and Middle East for large corporations and done project work for World Bank, DAI-USAID, GIZ, and UNDP in Pakistan. kp is CEO ark Consulting Group, Professor at CASE, and Director PDC-CASE. He is Founding Chairperson of HuCaN and is the first Pakistani certified GPHR by HRCI USA.

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