



COMPETENCY & TALENT DEVELOPMENT

Competency ♦ Succession ♦ Career

INTRODUCTION

Competency and talent development has risen to the forefront as a central issue today for organisations worldwide. It has established itself as a key business strategy in all economic scenarios. Regardless of market conditions, companies need to hire, develop and manage Human Capital to fill positions and manage performance. Even during turbulent times, history has shown that employee development does not significantly decrease. Successful human capital management strategies lead to lowered costs and increased productivity.

The CTD programme is a comprehensive 2 days hands on workshop. It enables you to implement competency, talent development, succession planning and career path initiatives in your organisation. You will gain skills essential for smooth identification of competencies & talent development and learn from organisational best practices.

DESIGNED FOR

This programme is designed for those whose roles require them to develop Competency Models, identify training needs, develop career/succession plans, talent acquisition and performance management.

COMPETENCIES ADDRESSED

- Ability to design & develop a competency model
- Ability to conduct employee assessment
- Ability to plan development programmes

PRIOR KNOWLEDGE

- Some knowledge of HR processes

WORKSHOP OBJECTIVE

On completion of this programme, participants will be able to:

- Identify Competency Models
- Determine Competency Profiles
- Identify Talent Assessment methods
- Determine Competency Gaps
- Determine Training Needs
- Identify Potential
- Design & Implement Development Initiatives
- Implement a hassle free Competency & Talent Development Interventions

MODEL REFERENCE

SMR PAGE™ Framework

LEARNING APPROACH

This workshop will be conducted in a participative and practical way. Participants will learn to use templates and be able to refer to available best practices' approach.

DURATION

2 days

CERTIFICATE

Certificate of Competence

WORKSHOP CONTENT

- Strategic Workforce Planning and Human Capital Needs
 - Workforce Planning – The Quiet Crisis
 - Strategic Workforce Planning process
 - Human Capital Management – Best practice approach
- Competency Model & Profiling
 - SMR PAGE Framework
 - Competency Model – Experiences from the field
 - Competency Profiling
- Talent Assessment
 - Talent Assessment Cycle
 - Assessment Methods
 - Tools and Instruments
- Linking Competencies to Develop Talent Pool
 - Identifying Leadership Pipeline
 - Competency Gaps
 - Training Needs Analysis
- Talent Development
 - Career Development & Succession Planning
 - Potential Identification
 - Development Initiatives – Best Practices
 - Coaching & Mentoring Initiatives
- Institutionalising CTD
 - The Pitfalls of Implementation
 - Critical Success Factors
 - Best Practices- examples
 - Action Plan

ASSESSMENT

- Complete pre-course work
- Complete onsite training programme
- Pre-test and Post-Test

ABOUT THE TRAINER

[Click here](#) for trainer's details

About The Trainer



A. Subramanian B.Soc.Sc, CITD (UK), APT, ACP

Introduction

Subra is a trained consultant and trainer with over fifteen years experience - helping people learn and perform.

Speaking Style

Subra is a dedicated trainer and facilitator with an eye for detail. He looks at every detail to make sure the learners get the best – a positive learning experience. He is very participative and learner supportive.

Professional Experience

Subra is Director and Vice President of SMR HR Services Sdn Bhd. Subra worked in both government and the private sector in various managerial positions. He has worked with two large organisations - in the finance and education fields. In both these organisations, he was responsible for implementing organisation wide quality and training programmes.

Practice

Subra currently consults in the areas of:

- Competency Management
- Training Needs Analysis
- Performance Management
- Total Quality Management
- Team Building

Education

Subra completed a degree in Social Sciences from Universiti Sains Malaysia. Subra is a Specialist Management Resources accredited trainer. He has successfully completed his Certificate in Training Practice and achieved a membership from the Institute of Personnel & Development, United Kingdom. Subra is a qualified auditor of the IRCA and has Certificate in Total Quality Management and Strategic Planning.

Conferences

Subra has consulted and trained in several countries – Malaysia, Singapore, Indonesia, Philippines and India.

Personal

Subra, a Malaysian lives in Kuala Lumpur, Malaysia with his family.

More details

E-mail : subra@smrhrgroup.com

Web : www.smrhrgroup.com

Registration Form

DETAILS OF PARTICIPANT

Name :

NRIC No. :

Position :

E-mail :

Tel : Mobile No. :

Years of experience in current position :

Meal Option : Vegetarian Non-Vegetarian

NOMINATING OFFICER

Name :

E-mail :

Tel :

Job Title :

Signature :

INVOICE TO BE SENT TO

Name :

Position :

Company :

Address :

E-mail :

Tel :

Fax :

PROGRAMME FEE

Competency & Talent Development

Venue : Saudi Arabia
Dates : November 1 - 2, 2009
Duration : 2 days
Fee : USD 1,200.00

PAYMENT

Cash

Bank Transfer

Company Name : SMR HR Services Sdn Bhd
Bank Name : Malayan Banking Berhad
Branch : Dataran Maybank
A/C No. : 7142 5300 0306
Swift Code : MBBEMYKL

TERMS & CONDITIONS

Programme fee must be paid in advance.

Note: We will send you a confirmation note on receiving your registration form.

FOR DETAILS AND REGISTRATION

Contact : Mr. Vinesh Nair
Telephone : +973 3940 6686
Fax : +973 1727 1715
E-mail : info@smrhrgroup.com



For more information visit

www.smrhrgroup.com