

2010 | Competency & Talent Development (CTD)



★ INTRODUCTION

Competency and talent development has risen to the forefront as a central business issue today for organisations worldwide. This has emerged as a key business strategy for all economic scenarios. Regardless of market conditions, companies need to hire, develop and manage competent and talented people for organisational success. Irrespective of whether it is turbulent or boom times, a competent and talent workforce is essential for increased productivity and superior performance.

The two days workshop is comprehensive and hands on. It enables you to apply competency in the your organisation: talent development, succession planning and career planning and development initiatives. You will learn about the organisational best practices and some specific initiatives others have implemented in their organisations.

★ DESIGNED FOR

This workshop is designed for those whose roles require them to implement Competency initiatives in their organisations - identify training needs, develop employee competency, career/succession planning and development, talent acquisition, talent development and performance management.

★ PRIOR KNOWLEDGE

Some knowledge of HR processes essential

★ WORKSHOP OBJECTIVES

On completion of this workshop, participants will be able to

1. Identify competency applications in Competency & Talent Development
2. Follow practical implementation methods
3. Report to Management on the return on expectations (ROE) of Competency Management

★ COMPETENCIES ADDRESSED

- Ability to introduce workplace competency applications

★ MODEL REFERENCE

SMR PAGE™ Framework

★ LEARNING APPROACH

Participants will learn from the best practices of progressive organisations. Learning will take place through small group exercises. Participants will review the learning of other organisations and develop appropriate strategies for implementation back at work.

★ PRE AND POST COURSE WORK

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

★ DURATION

2 days

★ WORKSHOP CONTENT

1. Strategic Workforce Planning and Human Capital Needs
2. Competency Applications
3. Competency & Talent development
4. Creating Talent Pools
5. Talent Development - Accelerated Management & HIPO programmes
6. Competency Assurance Management Systems (CAMS)
7. Succession Planning
8. Career Planning & Development

★ TRAINER



A. Subramanian

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

About The Trainer



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

Introduction	Subra is a consultant and trainer with over fifteen years experience in 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 his learners get the best – a positive learning experience. He is very interactive and learner supportive.
Professional Experience	Subra is Chief Business Operation Officer of SMR HR Group. His experience extends to both the 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: <ul style="list-style-type: none">• Competency Management• Training Needs Analysis• Performance Management• Total Quality Management• Team Building
Education	Subra completed a degree in Social Sciences from Universiti Sains Malaysia and is a Specialist Management Resources accredited trainer. He has successfully completed his Certificate in Training Practice and achieved 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, India and the Middle East.
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 (if applicable)

Name : _____
 E-mail : _____
 Tel : _____
 Job Title : _____
 Signature : _____

INVOICE TO BE SENT TO

Name : _____
 Position : _____
 Company : _____
 Address : _____
 E-mail : _____
 Tel : _____
 Fax : _____

WORKSHOP FEE (Please tick)

[] **Competency & Talent Development (CTD)**

Date : 7 - 8 April 2010

Venue : Bahrain

Fee : USD 1,300

PAYMENT

[] Cash

[] Bank Transfer : **Dataran Maybank Branch**

Company Name : **SMR HR Group Sdn Bhd**
 (Formerly known as SMR Learning & Development Sdn Bhd)

A/C No : **5142 - 5340 - 6092**

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 : **SALES TEAM**
 Telephone : 603 - 2279 9199
 Fax : 603 - 2279 9099
 E-mail : info@smrhrgroup.com

Post or fax your registration form, signed by your nominating officer to : _____