

## 2010 | Competency & Talent Development (CTD)



## 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.

## PRIOR KNOWLEDGE

Some knowledge of HR processes

## WORKSHOP OBJECTIVES

- Identify competency models
- Linking competency to HR Functions
- Talent identification and Selection
- Identify Talent assessment methods
- Design and Implement Development Initiatives
- Identify practical implementation for talent development

## COMPETENCIES ADDRESSED

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

## 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.

## MODEL REFERENCE

SMR PAGE™ Framework

## CERTIFICATION REQUIREMENTS

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

## CERTIFICATE

Certificate of competence in Competency and Talent Development

## DURATION

2 days

## WORKSHOP CONTENT

- Strategic Workforce Planning and Human Capital Needs
- Competency Model
- Talent Assessment
- Linking competencies to develop talent pool
- Talent Development
- Institutionalising CTD

## TRAINER



**A. Subramanian**

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

## About The Trainer



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

<b>Introduction</b>	Subra is a consultant and trainer with over fifteen years experience in helping people learn and perform.
<b>Speaking Style</b>	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.
<b>Professional Experience</b>	Subra is Chief Business Development 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. She began her career in human resources and marketing with a Fortune 100 automobile company in Singapore. After moving to Malaysia, she joined a public listed television company. Her experiences have included administration, human resources and business development.
<b>Practice</b>	Subra currently consults in the areas of: <ul style="list-style-type: none"><li>• Competency Management</li><li>• Training Needs Analysis</li><li>• Performance Management</li><li>• Total Quality Management</li><li>• Team Building</li></ul>
<b>Education</b>	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.
<b>Conferences</b>	Subra has consulted and trained in several countries – Malaysia, Singapore, Indonesia, Philippines, India and the Middle East.
<b>Personal</b>	Subra, a Malaysian lives in Kuala Lumpur, Malaysia with his family.
<b>More details</b>	E-mail : <a href="mailto:subra@smrhrgroup.com">subra@smrhrgroup.com</a> Web : <a href="http://www.smrhrgroup.com">www.smrhrgroup.com</a>

# 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 : 15 - 16 July 2010  
 Venue : Kuala Lumpur, Malaysia  
 Fee : MYR 3,300

## PAYMENT

- [ ] Cash
- [ ] I enclosed a cheque for **MYR 3,300**  
 Made payable to : **SMR HR Group Sdn Bhd**  
 (Formerly known as SMR Learning & Development Sdn Bhd)
- [ ] Pay by Credit Card (Term and conditions applies)  
 Please contact : **603 - 2279 9199** (Finance Dept)
- [ ] 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**

## 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](mailto:info@smrhrgroup.com)

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