



TVRLS

T. V. RAO LEARNING SYSTEMS PVT. LTD.

Announces the Fifth
Certificate Program in Competency Mapping

Program Commences
July 1, 2006
Contact Workshop
September 7-9, 2006
at Ahmedabad
(Non-residential)

10 SUCCESSFUL YEARS IN CONSULTING
Celebrating a decade of learning & contributions

Facilitators
Raju Rao
Nandini Chawla
Ankeeta Rao
Guest Faculty
Prof. T. V. Rao

WHO SHOULD ATTEND?

- HRD professionals
- Line managers, unit heads, supervisors
- Trainers, psychologists
- Professionals using Competency focused interventions
- Those involved in recruitment, retention, admissions to colleges, Assessment centers testing, counseling etc.

INTRODUCTION

People and their competencies have become the most significant factors that give a competitive edge to any corporation. The future is going to be that of competent people and competency based organizations. HR professionals and HR practices can contribute a great deal to develop competency based organizations. This certificate programme aims at building the competencies of those who have a role to play in building competency based organizations.

PROGRAM OBJECTIVES

To provide conceptual knowledge and; more importantly; practical skills on competency mapping with following objectives:

- 1 To develop professional competence (knowledge and skills) to map the competencies for one's own role
- 2 To design and conduct competency mapping exercise for a set of roles in one's own organization
- 3 To learn to design competency model for one's organization
- 4 To learn to design various interventions based on competency mapping to build a Competency-focused organization

COURSE STRUCTURE & TIME FRAMES

The course is spread over a total of five months and the contents are:

Phase I: TVRLS Competency Course Material: Specially designed course material on competency mapping with self-practice exercises and other resource material like books and articles, which will be couriered/mailed to the participants 2 months prior to the workshop.

Phase II: 3 Days non-residential contact Workshop: The workshop will include presentations, group activities & assignments to train the participants to map competencies and design competency models.

The workshop will be conducted at Ahmedabad from 7-9 September, 2006.

Phase III: Project work and Certification: After the contact workshop, participants will have to undertake project work given by TVRLS, in his/her organization. This will have to be submitted to TVRLS within 3 months of the workshop. TVRLS team will assess the candidate's project work, and based on the learning & proficiency demonstrated, certification will be awarded.

CERTIFICATION

The assessment will lead to "TVRLS certificate in competency-mapping". The enrolment in the program does not automatically merit certification.

The certification will be based on assessment.

COURSE CONTENTS :

- History of competency, concepts and definitions
- Relevance of competencies in organizations
- Types of competencies (Managerial, Behavioral, Technical, Conceptual, Human Relations, Knowledge, Attitudes, Skills, Values, etc.) .
- Methodologies of competency mapping
- Creating competency models – trends and methodology
- Competency-framework and types
- Selection of techniques
- Validation of competency-list
- Developing competency-dictionary
- Creating competency-based HR Systems

BENEFITS TO THE INDIVIDUAL/ORGANIZATION :

Post the certificate program, participants will be able to:

- Identify competencies for a particular role / job
- Generate behavioural indicators for these competencies
- Understand and integrate competencies identified with other HR systems and processes like selection, placement, promotion, training, etc.
- Be familiar with various methodologies used for competency mapping
- Develop competency models specifically for own organization
- Validate competency lists and develop a competency dictionary
- Create competency-based HRM systems in their organization

INVESTMENTS

- Rs 26,000 per participant (Non residential)+ 12.24% service tax. Total fee is Rs. 29,182/-This includes reference books, lunch and all other program material.
- More than 2 nominations from one company-Rs.23,000/- per participant + 12.24% service tax. Total fees is Rs. 25,815/- per nomination
- INTERNATIONAL PARTICIPATION FEES: \$1000 for participants from South Asia Countries, and US\$ 1250 from USA and other countries.

LEARNING METHODS

- Reading Material
- Practice sessions using exercises
- Project work
- Teleconferences
- Feedback on assignments
- Contact workshop
- E-learning and e-coaching

ABOUT TVRLS

Set up in 1996 by Prof. T.V.Rao in Ahmedabad, TVRLS is an expression of over four decades of experience, study, review, reflection and action combined with a desire to discover more about the behaviour of people in different settings and developing ways of making them give their best.

Over the last decade, TVRLS has been contributing extensively in the areas of Leadership development through 360 Degree Feedback, Assessment Development Centers, Competency Mapping, HRD audits, Performance management system (PMS), Psychological Instrumentation and Testing, OD and Change Initiatives, Climate Surveys & Designing and Implementing HR Systems, etc.

- The fees will be accepted through demand draft/par cheque only in favour of "T.V. Rao Learning Systems Pvt. Ltd." payable at Ahmedabad.

NOMINATIONS MAY BE SENT TO :

The MDP Coordinator

T.V Rao Learning Systems Pvt.Ltd

603, 6th floor, PARSHWA, Near Rajpath Club

Sarkhej-Gandhinagar Highway, Ahmedabad-380015

Phone: 079-26872718, 26870312 Fax: 91-79-26870687

E-mail: tvraoad1@sanchamet.in/tvrls@tvrao.com

URL: www.tvrls.com

LAST DATE FOR SENDING IN NOMINATIONS :

June 15th, 2006

The first four batches of competency mapping had 277 professionals from esteemed organizations like Hutch orange, SRF, GE Capital, Pricol, DS Group, TCS, Novell, HCL Technologies, O & M, L & T, Helpage India, Cognizant Technologies, Cairn Energy India pvt, Lupin Ltd, GAIL, LG Electronics India Ltd, Bharti Cellular, Themax group, Sandvik Asia, Mercury Goldman Pvt. Ltd, Exide Industries, Kochi Refineries, Infosys, Royal Enfield, Patni Computer systems, Visteon India, Tata Tea, NIIT, IPCL, NALCO, Cadila Pharmaceuticals, Welspun India Ltd, Wockhardt Ltd, Edutech Middle-east LLC (Dubai), Birla Cellulosic, TATA AIG Insurance Company, HDFC Standard Insurance Co, TATA Cummins, ONGC, Indian Rayon, Wyeth, BPL Mobile Cellular, MICO, Philips, Power Grid Corporation, TATA Motors, Siemens Ltd., Mahanagar Gas, Srilanka Telecom (Srilanka), Bharat Electronics, IFFCO, Gati, HCL, SBI Staff College, TINI, ActionAid India, Indo-German Social Service, Bennet Coleman Co. Ltd., Bank of Baroda, L&T Infotech, Reliance Infocom, Idea Cellular Ltd., Hindustan Petroleum, IIT, Indian Oil Corp., Hinduja TMI, etc.

TVRLS Bangalore Office:

102 B, Ground Floor, No. 102/B, 30th Cross, 2nd Main,
7th Block, Jayanagar, Bangalore -82

Phone: 56975191 E-mail: tvrls@vsnl.net

(TVRLS holds the right to change the venue, subject to the participation)

Name of the previous organizations worked with:

Total Years of Experience:

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Address for correspondence: _____

Telephone number:

Office: _____

Residence: _____

Mobile: _____

Email ID: _____ @ _____

Fax: _____

Please find enclosed the DD/Par Cheque No. _____ towards the fees for the certificate program in **COMPETENCY MAPPING**. I undertake to abide to the changes that TVRLS will incorporate in the program.

Date: _____

Signature: _____

Place: _____

Please attach your visiting card with filled registration form.

LAST DATE FOR REGISTRATION: 15 JUNE, 2006