



T. V. RAO LEARNING SYSTEMS PVT. LTD.

Announces its Advanced Learning Program in
Competency Mapping

BATCH 26:

Oct 2017- Dec 2017
Contact Workshop
8th –10th November
Bangalore
(Non-residential)

21st **SUCCESSFUL YEAR IN CONSULTING**

Celebrating two decades of learning & contributions

People drive businesses. By now it is well established that Human capital provides a key competitive advantage in business. Competencies are known to directly impact the bottom line. The future belongs to competent people and competency based organizations. All managers, HR professionals and those related to the field of HR can contribute a great deal to develop competency based organizations. This **Advanced Learning Program** aims at building the competencies of those who have a role to play in building competency based individuals, dyads, teams and organizations.

4 KEY PROGRAM OBJECTIVES

To impart conceptual knowledge and practical skills on competency mapping with the following objectives:

- To develop professional competence (knowledge & skills) to map the competencies for one’s own role.
- To design and conduct competency mapping exercise for a set of roles in one’s own organization.
- To develop a competency model for one’s organization.
- To design various interventions to build a Competency based organization.

BENEFITS

Post the certificate program, participants will be able to:

- Identify competencies for a particular role/job.
- Generate behavioural indicators for these competencies.
- Be familiar with various methodologies used for competency mapping.
- Develop competency models specifically for their own organization.
- Create competency-based HRM system in their organizations including recruitment, induction, performance management, training and career development.

THIS PROGRAM IS IDEALLY SUITED FOR:

- HRD Professionals
- Line Managers
- Unit Heads
- Supervisors
- In House Training departments
- Psychologists
- Professionals using Competency focused Interventions
- Those involved in Recruitment, Retention
- Academicians Involved In Admission Procedures, ADCs, Counseling, etc.

This course has been specially designed for participants, who are from a non-consulting background and hence do not have access to this knowledge.

PROGRAM STRUCTURE

PHASE I

- ▶ Specially designed course material on competency mapping with self-practice exercises
- ▶ Other resource material like book(s) and articles couriered to the participants 1-month prior to the workshop

PHASE II

- ▶ A 3- Day, non-residential contact workshop
- ▶ The workshop will include presentations, group activities & assignments to train the participants to map competencies and design competency models.

PHASE III

- ▶ Project work and certification: After the contact workshop, participants will undertake a project, in his/her organization and submit the same within 6 weeks of the workshop.
- ▶ The TVRLS team will assess the project work
- ▶ Tele coaching will be provided during the project work if required by the candidate

ASSESSMENT & CERTIFICATION

Certificate of professional competence in “Competency Mapping” will be awarded by TVRLS to the participants, on fulfillment of the following criteria:

- Attending the 3-day contact workshop
- Submission of all the assignments given as a part of each module
- Submission of the Project work as per specified TVRLS standards
- Marks of 60% or above in the written examination conducted on day 3 of the contact workshop. The examination structure would be largely objective.

LEARNING METHODS

- ▶ Reading Material
- ▶ Lectures and Conceptual inputs
- ▶ Assignments and exercises for each module
- ▶ Watching and Learning through videos
- ▶ A set of Competency Mapping Education kits on competency mapping
- ▶ Experience Sharing by faculty during the 3-Day contact workshop

INVESTMENTS

- For the entire program (Phase I, II & III) = Rs.45,000 + GST 18% or as applicable (Non residential).
- Only contact Workshop (Phase I & II) = Rs.35,000 + GST @ 18 % or as applicable (Non residential).
- The course fee for International participants : \$2000

The fees will be accepted through Demand Draft/Par cheque only in favor of T.V. Rao Learning Systems Pvt. Ltd. payable at Bangalore

NOMINATIONS MAY BE SENT TO:

T.V Rao Learning Systems Pvt.Ltd
No. 1739, 9th Cross Road,
Opposite Nilgiris Supermarket
J.P. Nagar II Phase
Bangalore 560 078
Phone: 080-65975191, 26494919

E-mail: tvrlsblr@gmail.com

LAST DATE FOR SENDING IN NOMINATIONS WILL BE 15 DAYS PRIOR TO THE COMMENCEMENT OF THE PROGRAM

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 two decades, 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.