

## PROGRAM OBJECTIVES

This Certificate Program aims to impart conceptual knowledge and practical skills on competency mapping with the following objectives:

1. To develop professional competence (knowledge & 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. Generate Behaviour Indicators
4. Be familiar with various methodologies used for competency mapping
5. Develop a Competency Model for the Organisation
6. To design various interventions to build a Competency based organization
  - a. Competency Based Selection
  - b. Induction
  - c. Performance Management System
  - d. Training Need Identification
  - e. Potential assessment

## THIS PROGRAM HAS BEEN SPECIALLY DESIGNED FOR

Line Managers or HR Professionals who have basic knowledge of HR and its subsystems (Recruitment, Selection, PMS, interviewing etc.)

Participants who are from a non-consulting background and do not have access to in-depth knowledge of assessment will benefit from this program

# COMPETENCY MAPPING & ITS EFFECTIVE DEPLOYMENT

## A CERTIFICATE PROGRAM BY TVRLS

Batch 30: 11&12 JUNE, 2020

Batch 31: 8 & 9 OCTOBER, 2020

### PEOPLE DRIVE BUSINESS

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 towards developing competency based organizations.

This Certificate Program aims at equipping professionals, who have a role to play in building competency based organizations and competency based Human Resource Management.

### TO JOIN THIS PROGRAM, PLEASE REACH OUT TO:

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## PROGRAM STRUCTURE

3 modules covered in the 2-Day Competency Mapping & its Deployment workshop and 4 Teleclasses:

**Module 1:** Competency Mapping-The WHAT, WHY AND HOW OF Competency Mapping

- Introduction to the concepts of competency mapping (Components, Types, Context, definition)
- Role Set based competency mapping
- Generating Behavior Indicators

**Module 2:** Other methods of competency mapping

- BEI, Observation, Expert Panel, Surveys
- Understanding Competency Frameworks, Models and Dictionaries

**Module 3:** Competency Based HRM

Recruitment, Selection, Induction, PMS, Training and Development, Potential Assessment etc.

## CERTIFICATION

Certificate of professional competence will be awarded upon fulfillment of the following criteria:

- Attending the 2-day contact workshop @ Bangalore
- Participating in 4 Teleclasses of 1.5 hours duration spread across 4 weeks
- Completion of a written exam on day 2 of the workshop
- Submission of the Project work

## INVESTMENTS

- Rs 60,000 per participant (Non-residential) + GST 18% or as applicable. This includes all course materials, 2-day contact workshop, 4 teleclasses, assessment & certification.
- The fees can be paid either through a NEFT transfer, Demand Draft or cheque drawn in favor of T.V. Rao Learning Systems Pvt. Ltd. payable at Bangalore
- The course fee for International participants is US\$ 1800