



TVRLS

Talent Management & Organisation
Development

Competency Mapping and it's Effective Deployment



A Certificate Program by TVRLS

Weekend Virtual Program.

Batch 40 commences on May 09, 2026

About the Program

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 organisations. All managers, HR professionals, and those related to the field of HR can contribute a great deal towards developing competency-based organisations.

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

Certification

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

1

Attending all the 6 Virtual Classrooms

Each class is of 4 hours and will be conducted over a Zoom Platform

2

Completion of a written exam

Administered during the last Classroom Zoom session

3

Submission of the Project work

A practical project demonstrating competency mapping application

INVESTMENTS

- INR 50,000 per participant + 18% GST
- The course fee for International participants is US\$ 900

PROGRAM DATES

Virtual Classroom (Zoom)

May 9, 10, 16, 17, 23, 24

Saturday: 09.00 am to 01.00 pm (4 hours)

Sunday: 09.00 am to 12.00 PM (3 hours)

Program Objectives

1 To develop professional competence (knowledge & skills) to map the competencies for one's own role and other roles in the organisation

2 Get trained in the Role Set Based Competency Mapping (RSBCM™) and the process of generating Behavior Indicators

3 Be familiar with various other methodologies that can be used for competency mapping

4 Develop a Competency Model for the Organisation

5 Build a Competency-Based Organisation through

- Competency-Based Recruitment and Selection
- Induction
- Performance Management System
- Training Need Identification
- Potential assessment
- Leadership Development Programs

This Program Has Been Specially Designed For

Line Managers or HR Professionals with basic knowledge of HR and its subsystems

HR Business Partners and Talent Management professionals

L&D Managers and OD Practitioners

Recruitment & Talent Acquisition Specialists

Performance Management Professionals

Professionals involved in building or scaling a competency-based HR function or organisation

Program Structure

3 modules covered across 6 Virtual Classes conducted over 3 weekends

MODULE 1

Competency Mapping The What, Why, and How

- 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
- Competency Models and Dictionaries

MODULE 3

Competency-Based HRM

- Recruitment, Selection, Induction
- Performance Management System (PMS)
- Training and Development
- Potential Assessment etc.
- Leadership Development Programs

PROGRAM MATERIAL

- 182 Page Competency Mapping Education Kit
- A Workbook for use during the sessions
- Articles on competency models

The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

Other Programs by TVRLS

Certificate Programs

1. Designing & Implementing Assessment Development Centres
2. Strategic Performance Management Systems
3. Psychometric Testing
4. HRD Audit 2500™ Points
5. Designing and Developing Effective Training Programs

Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Culture Building
4. Self-Discovery
5. Introduction to Coaching
6. Effective Mentoring
7. Psychology Applied to Work Life
8. Working with Gen Z
9. Design Thinking for Innovation

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

Contact Us At

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Register