



Centre for Organization Development

Educate | Evolve | Empower



Program on
**Implementing Competency Mapping in
Organizations**

(January 7 – 11, 2019)

Program Director: V. N. Srivastava



PERSPECTIVE

Competency mapping is an indispensable organization's functional tool that focuses on responsibility and performances of individual and organization as a whole. 'Right persons in right place' would lead to expected growth, progress, responsiveness and success as well. At the same time, incompetent in right work place leads to many perceptible levels of failures. Looking at these levels of conflict of interest, some organizations adapted competency mapping process earlier and some are midway of achieving the results, while some initiated recently. Nonetheless, this requires an appropriate orientation of strategic positioning of competency mapping. There is thus a strong need to thread bare discuss issues related to successful implementation of competency mapping in organizations and help achieve results expected from its implementation. This Programme specifically aims to assist organizations in understanding the concept and processes in right spirit and also provide insights in assessment, designing and implementing competency mapping in organization for its successful endeavours.

OBJECTIVES

The objectives of the Programme are to:

- Understand the Fundamentals of Competency Management
- Know-how the Process of Competency Mapping and Profiling
- Developing a Framework for Competency Mapping
- Learn the Art of Customization and Institutionalization
- Comprehend the Implementation of Pre-requisites and their Strategies
- Accomplish the Integration of Competency Profiling to HR Applications

CONTENTS

- Competency-based Application and Formation of Competency Framework
- Design and Implementation of Competency Model
- Approach to Developing the Competency Dictionary
 - Functional Competencies and Generic Competencies
 - Identification of Various Competencies (Intellectual, Emotional, Team, Strategic, Job specific or other) for Job Demands of Different Occupations, Levels and Locations.
- Designing and Implementing Competency Measurement Tool-kit
- Competency Assessment
- Approach and Methodology for Assessment Centers
- Design of Assessment Centers
- Competency Model for Leadership
- Identification of Assessment Tools, Designing and Sequencing for a Concerted Effects Processes Involved in Conduct of Assessment:

METHODOLOGY

The theme of the Programme will be dealt with, by an appropriate blend of lectures, discussions, exercises and group work.

WHO SHOULD ATTEND

Executives, managers, existing leaders and aspiring leaders who want to learn the nuts and bolts of Competency Mapping for evolving a framework that will help maintain an ongoing high performance level from the people who matter in organizations. After completion of this Programme, participants will be able to have a proper understanding of the concept and processes of competency mapping and also be able to design, develop and implement needed Competency Models in their organizations.

DURATION

Monday, **January 7, 2019** to Friday **January 11, 2019**. The programme starts at 0930 hours on January 7, 2019 and concludes on January 11, 2019 at 1715 hours. The participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the programme or in the morning of the following day.

VENUE

The programme will be held at the Centre for Organization Development, Madhapur, Hyderabad. It is fully residential and the participants will be accommodated in single air-conditioned rooms at its campus.

The Centre arranges transport between Airport/Railway Station and the campus.

PROGRAM FEE

The Programme fee is Rs.42,000/- + GST. The fee includes tuition, board and lodging, courseware and other facilities of the Centre like Internet usage, well equipped gym. Local participants not availing hostel accommodation will be given a discount of Rs.1,000/- per day for the duration of the programme. Cheque/DD drawn in favour of "Centre for Organization Development" payable at Hyderabad, along with the nomination form be sent to the Head, Programmes Office, Centre for Organization Development, Madhapur, P.O. Cyberabad, Hyderabad 500 081.

Organizations/Institutions nominating more than one person will be given a concession of 10 per cent in fee to the second nominee and onwards. A 10 per cent concession is also given to a woman participant. In either case, the maximum allowable concession is 10 per cent.

LAST DATE FOR NOMINATION

December 27, 2018

CERTIFICATE OF PARTICIPATION

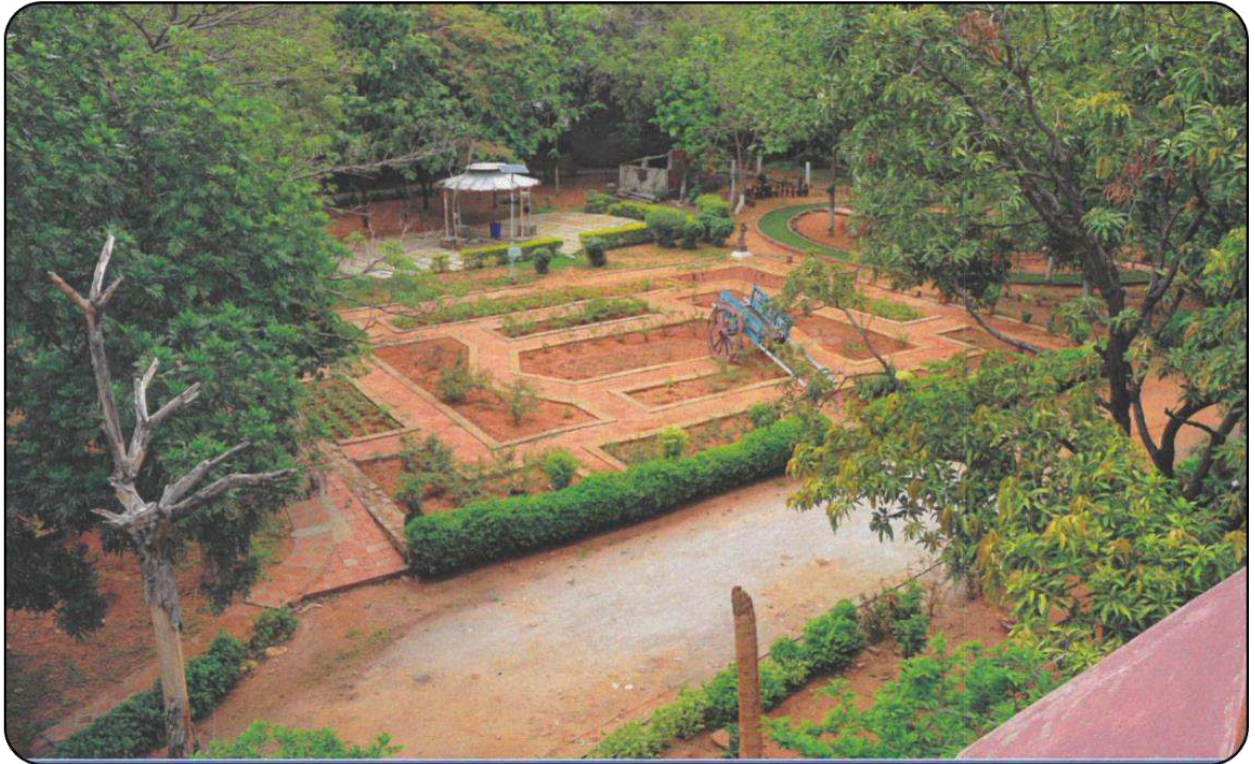
The Centre issues a Certificate of Participation on conclusion of the Program.

COD ALUMNI ASSOCIATION

Participants of the program will become members of COD Alumni Association.

PROGRAM DIRECTOR

Dr. V.N. Srivastava is a Ph. D in Management & Labour Studies from Tata Institute of Social Sciences, Mumbai and M.B.A from Faculty of Management Studies, Banaras Hindu University, Varanasi. He has more than 30 years of professional and academic experience in leading management institutes and organizations such as MDI, Gurgaon, IIPA, New Delhi, AIMA, New Delhi, NPC, New Delhi, IIHMR, New Delhi IBS Gurgaon. He has been a United Nations Consultant on Institution Building at Wildlife Institute of India, Ministry of Forest & Environment, Government of India and developed HRD Plan document for Madhya Pradesh Forest Department and Maharashtra Forestry Sector as a part of World Bank Forestry projects in 1996 and 1998 and the same was rated by the World Bank as one of the finest HRD plan document in any government department of the world. He has also been a Faculty Associate with Prof. Udai Pareek in the MHA programme of the University of North Carolina, Chappel Hill for teaching Human Resource Management. His teaching interests are in the area of Organisational Behavior, Human Resource Management, Organisation Development, Training & Development, Performance and Reward Systems, Leadership Skills Change Management, Competency Mapping, Team Building, Conflict Management, Leadership Styles & Effectiveness, Interpersonal Relations, Interactional Styles (Ego Management) etc.



Centre for Organization Development

PO Cyberabad, Madhapur, Hyderabad 500081

Phone: +91 8121064994, 8121001603, Fax: +91 40 66668177

Email: codhpo@codhyd.org / info@codhyd.org