



Centre for Organization Development

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Online Training Program on
Roadmap for Competency Management
(Identifying, Assessing, Developing and
Implementation of Competencies)
(August 10-13, 2020)

Program Director: PVS Prakasam / Lalitha Akundi



PERSPECTIVE

Competency management 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. In Post Covid management restructuring of organisations, rebalancing of manpower cost is an important task and competency management plays an important role in building the right competencies in the organisation.

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 in a virtual, live and interactive classroom mode 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	Date	Time	Classes
Four Days	August 10-13, 2020	10.00 AM – 03.30 PM	Three Classes Per Day

FEE

The Programme fee is Rs.15,500/- + GST. The payment of fee may be made either by electronic transfer or crossed cheque/DD in favour of 'Centre for Organization Development' payable at Hyderabad

HOW TO ENROL

You may send nominations by mail on codhpo@codhyd.org / info@codhyd.org

CERTIFICATE OF PARTICIPATION

Online Certificate will be issued to all the participants.

PROGRAM DIRECTORS

Prof. P.V.S. Prakasam, Professor – Strategy and General Management, Centre for Organization Development, has been associated with various organizations in the design and implementation of end-to-end HR solutions, performance improvement and growth strategies and has worked on necessary frameworks required for long term sustained growth, manage performance of people and processes. For over 25 years, he has been consulting with private and public sector organizations in the areas of business transformation, people process and change management. His clientele includes business houses like Ramoji Group, TVS, APPM, Alstom, Eicher, public enterprises like GIC, GIPSA, Kochi Refineries, CPCL, MRPL, Govt. of Assam, NMDC and Institutions like GTZ & DFID and Central & State Governments. Prakasam is a B.Tech (Civil), PGDIE (NPC), AICMA. He had a long stint with National Productivity Council, Delhi in its Indo-German project on Performance and Process Benchmarking, TQM and formerly Director in A.F. Ferguson & Co., (A Deloitte member firm) in India.

Prof. A. Lalitha, Assistant Professor, Centre for Organization Development, is an M.Phil. NET/JRF in Social Sciences. She has vast experience and is adept in designing and delivering training programs in OD and OB. Since 2010, She has conducted several open and in-house Leadership Development programs and long duration workshops where emphasis was on Strategic and Collaborative Leadership, mentoring Relationships, Stakeholder Orientation and Building and Leading Teams for client organizations like Department of Science and Technology, DRDO, NMDC, MRPL, BOB, IOB, OBC, LIC, HPCL, Ministry of Finance, Government of Afghanistan. She is highly adept in conducting sessions on Time Management, Mentoring and Coaching Competencies, Team Development, Team Coaching, Emotional Intelligence, Interpersonal Skills, Awareness of Self, Understanding Self, Building Positive Organizational Culture, Leadership Vision, Situational Leadership, Personal Effectiveness, Trusted Leadership, Trust in Organizations, Organizational Climate Value-based Leadership, Women at Work, Team Building and Conflict Resolution.

She has got expertise in conducting Activity-based Experiential Learning sessions for all levels of Management. She has conducted Organizational Climate Surveys, Learning Need Surveys in different public sector organizations like NMDC. She has successfully led the project team, evaluating the training programs conducted by AMR-APARD. As a team member, she has worked on the assignments of preparing a HR Manuals for APMDL Ltd., NMDC Ltd., e-Pragati and NMDC-CMDC Ltd.

She has published several research papers/articles to her credit in various Journals and Books.

Her areas of interest include, Organizational Development & Behaviour, Public Policy, and Women in Management, Training Evaluation and ROI in Training. She is certified in DiSC.



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