

# 2 Day Non Residential Management Development Program on Competency Mapping & Assessment

# IBS

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**HYDERABAD**  
August 25-26, 2016

**NEW DELHI**  
September 15-16, 2016

**MUMBAI**  
October 20-21, 2016

**BANGALORE**  
November 10-11, 2016

Competency based Human Resource Management has gained a lot of attention by the organizations and researchers now. The prime reason for the same is the ability of competency based practices to link and align all the critical organizational processes like Recruitment, Selection, Performance Management, Career Planning, Training & Development and compensation; with the organizational goals and objectives helping the organization to right size and create High Performance Work System (HPWS).

The various techniques used to develop competency models like Behavioral Event Interviews, Critical Incident techniques, Expert Panel interviews etc have their own strengths as these techniques are robust and based on well designed and validated methodologies yet some of the limitations of these techniques from the operational perspective are that these require a lot of cost, labor and time commitment. It might take several months, sometime years to develop competency models of various roles and positions across the organisation.

Similarly competency assessment too involves a lot of cost and manpower as assessing a wide list of competencies require procurement of assessment tools which are billed per person and since the various tools available are generic in nature, they do not provide a customized assessment as per the organisational requirement.

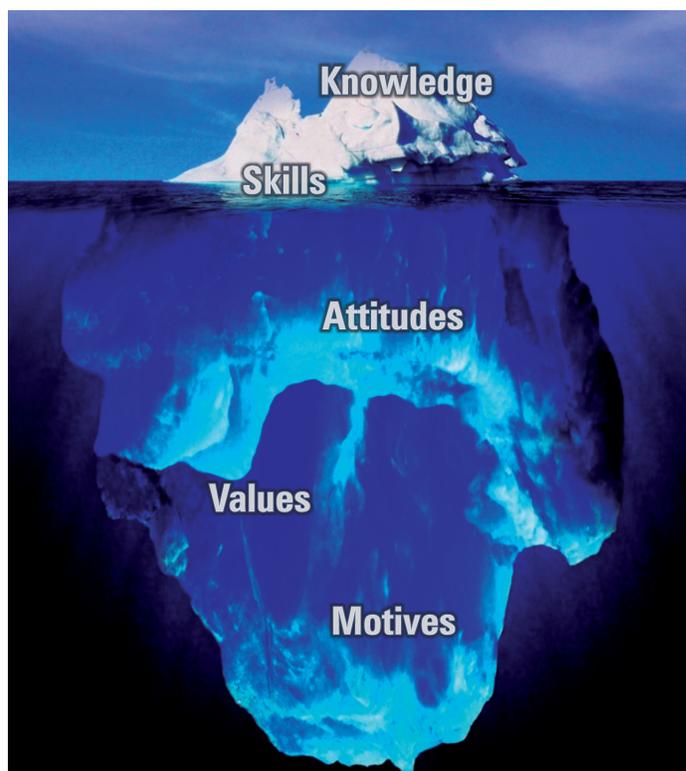
In order to be competitive, organisations at large strive hard to develop its processes that are cost, time and labor effective.

The Two day workshop on Competency mapping and Assessment has been designed to address the said issues.

The major highlight of the workshop is to give insights on a technique that can help organisations to develop competency models and assessment tools in a faster, accurate and effective way. The well validated technique is easy to learn, apply and can develop competency model of a role/ position in few hours.

The workshop will be conducted at four locations across India as per the given schedule:

<b>August</b>	<b>25-26, 2016</b>	<b>Hyderabad</b>
<b>September</b>	<b>15-16, 2016</b>	<b>New Delhi</b>
<b>October</b>	<b>20-21, 2016</b>	<b>Mumbai</b>
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The workshop will help the HR executives to design, develop implement competency based HR practices moreover it will also help the line managers to acquire and develop executives based on validated competency model. The researchers and students will gain insights in the workshop to undertake competency based research.

**PROGRAM FEE-** The fee for the program is **Rs 15000/-** including tax. The fee can be paid through demand draft in favor of '**ICFAI Foundation for Higher Education**' payable at Hyderabad; alternatively the fee can be transferred on line in the name of ICFAI Foundation for Higher Education, HDFC Bank account No **05212020001733**, Banjara Hills Branch, Hyderabad NEFT Code: HDFC0000521.

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**The Center for Management Development**, at IBS, Hyderabad, is delivering quality services to industry and academia in terms of training and consulting. Our CMD activities include Management Development Programs, Faculty Development Programs and Consultancy in core management areas. The MDPs/FDPs are offered as open or in-company/ institute-specific programs. Open programs are for participants from any organization. In-company/ institute-specific programs are tailor-made to suit the requirements of specific organizations. Our Programs are conducted as residential or non residential; at the IBS campus or at a chosen location by the client. We have a strong team of around 150 faculty members with skills in many contemporary areas of management.