

INTRODUCTION

In Today's Business World, where acquiring skilled human capital to build a competitive edge in the market, comes at a price, and retention of talent is becoming increasingly difficult, companies are focusing on leveraging human capital to compete and succeed. They expect their employees to perform and contribute at higher and higher levels.

As an HR professional, the above largely becomes a critical part of your job. You're probably familiar with the phrase '**what gets measured gets done.**' Hence defining and measuring performance effectiveness and identifying the means used to achieve effectiveness becomes your core responsibility.

Performance effectiveness is driven by the building blocks of competencies. So, knowing how to create an effective and successful competency framework to enhance this effectiveness is essential. By having a defined set of competencies for each role and level in your business, employees can see the kind of behaviors they need, to meet or surpass their goals. In addition, if they know where the gaps lie, they can chart their own development and growth trajectory. Additionally, leadership can see what competencies to hire and which ones to develop for optimum results among other things

The first two days program, **Competencies - Crafting the Building Blocks** from the Series "Orientation to Competency Based Management" will enable HR professionals to create a Behavioral Competency Framework, and define the environment for its use and success, and finally create a simple 360-degree feedback assessment to measure these competencies and to help chart a growth path for the employees and the organization.

For further details & to reserve your seat, please contact:

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WHO SHOULD ATTEND

- HR Managers and Senior Managers
- L&D and OD Managers and Sr. Managers
- Business HRs
- Operations Managers desirous of working on creating Competency Frameworks

METHODOLOGY

"Tell me and I will forget, show me and I will remember, involve me and I will understand!"

Our program is based on the above learning principle of maximizing involvement of the participants during the program through running real life case studies, stories, and hands-on projects. In addition, the concept of learning by discovery and curiosity will be used to pick on learner's interest. Special focus will be given to collaborative learning to encourage interactive realization and learning. Through the above strategies, the learners will be active, engaged, challenged and purpose driven. During the program, the learners will also get job aids, which when worked upon, will serve as a take-home base competency dictionary that can be built upon in their respective organizations. This will evoke a sense of confidence in the participants.

PROGRAM SCHEDULE AND REGISTRATION PROCEDURE

Date	1-2 May, 2018
Timings	9:30 hrs. - 17:30 hrs.
Nature	Non-residential
Venue	FICCI federation house, New Delhi
Participation Fee:	INR 12,500/- + G.S. T. @ 18%

ABOUT FICCI QUALITY FORUM

FICCI Quality Forum (FQF) is a specialized division of Federation of Indian Chambers of Commerce and Industry (FICCI) set up with objective to sharpen the competitive edge of Indian Industry. FQF provides training, Consultancy and research services focused on enhancing the quality quotient of clients and partner organizations.

For the past 20 years, FQF in collaboration with renowned national and international partners has been providing training on various ISO management systems like ISO 9001 Quality Management System (QMS) ISO 14001 Environment Management System (EMS), ISO 22000 Food Safety Management System (FSMS) and Occupational Health and Safety Management System (OHSAS) 18001 standards and also providing trainings on different Behavioral and skill based topics to Industry at large through pool of highly competent & experienced trainers

ABOUT OUR FACULTY

Renu Khanna is the Co-Founders and Managing Partners of 3H Wand Solutions, a Learning Solutions company that partners with organizations to alter human behavior using different methodologies. Renu also has close to 28 years of experience on L&D, OD, Leadership Development and Organization Communication. She has worked in organizations such as NIIT, GE, Genpact and MTS.

PROGRAM COVERAGE

Day 1:	Day 2:
<ul style="list-style-type: none">■ Understanding Competency Based Management System and its linkages with HR and Operations■ Understanding Competency Models and their structure■ Understanding Competency Models and their structure	<ul style="list-style-type: none">■ Developing a basic Competency Model/Dictionary■ Identifying features of a successful Competency Model■ Creating a 360-degree Assessment to measure the competencies created