

Two Days

Management Development Programme on

Competency Based People Management Skills for Managers

Dates: 4/10/2021 to 5/10/2021

Program Overview:

The most progressive firms in the world today are shifting away from vague to more specific management processes and from intuitive to evidence/analytics-based decision making. Business and management issues include defeating competitors. The art and science of people management processes have changed in the same setting. The "competency-based people management system" that is currently being used by managers across functional domains is more objective, quantifiable, and hence more receptive to interventions and improvement.

A competency-based people management approach has several benefits since it may build a clear connection between team, individual, and organisational performance. Competency frameworks offer the HRM function in a company the most objective, concrete, fair, and quantifiable system with a good effect on everyone.

Unfortunately, this is true even though Competency Based People Management System (CBPMS) has been shown to be superior and more user-friendly than traditional approaches. Quite a few firms find it challenging to execute it properly. There may be a number of causes for this, but one of the most common ones that prevents CBPMS from being implemented effectively is "the management cadre of the organization's lack of knowledge, appreciation, and application of competence frameworks."

The suggested programme aims to eliminate this particular and a few other barriers to effective comprehension and use of CBHS across organisational functional domains.

Objectives:

- To aid participants in comprehending competence concepts and competency frameworks;
- Enable the participant to comprehend and value the Competency Based People Management System (CBPMS);
- To expose participants to the process of employing skills in regular interpersonal interactions, including talent development and compensation, position allocation, and selection interviews:
- To familiarise participants with the idea behind the Assessment & Development Center (AC/DC) and how it operates, as well as to teach them how to recognise and apply different methods and instruments for assessments;
- To help them understand and develop the necessary attitudes and abilities of a successful assessor,
- To provide programme participants the competence and confidence they need to get the most out of both the people on their team and the team as a whole in terms of performance.

Contents:

- Overview of the programme, expectation mapping, and icebreakers:
- An explanation of the Competency Based People Management System (CBPMS) and its benefits over other systems;
- An explanation of competence frameworks and its elements, including behavioural indicators, kinds & degrees of skills, and competency clusters;
- Using competence while managing team members and the team, including selection, administration of performance reviews and personnel development, etc.;
- Knowledge of the Assessment Center and the Development Center;
- A competence assessor's traits and behaviours;
- AC/DC was conducted using the following tools and instruments: psychometric testing, role plays, group discussions, in-basket activities, business games, and BEI.

Pedagogy:

A variety of learning approaches, including as presentations, discussions, simulations, exercises, and role plays, will be used to execute the programme.

Who May Attend

All intermediate to senior team leaders and executives from all functional areas are intended for the programme, Competency based people management from idea to practise. The training may be extremely helpful to HR professionals at all levels in helping them live up to their professional obligations.

For more details, please contact:

Dr. Leena Gorhe

Coordinator, Faculty Development Programme

Email: leena.gorhe@sandipuniversity.edu.in

Tel: 2594-222542