

# Accredited Competency Professional

## Introduction

Organisations that identify competencies critical to their business and skill their people accordingly, gain a competitive advantage which others would find difficult to duplicate.

For high returns on investment, the use of competency management for acquisition, deployment and development of talent has to be enterprise - driven and supported by management. Only a few organisations have successfully leveraged the business impact of competencies.

The ACP programme is a comprehensive six day training to enable you to implement the competency framework in organisations. You will gain skills essential for smooth management of competencies and learn from organisational best practices.

Successful participants will receive certification from SMR. A SMR accreditation lets you into a select group of outstanding competency professionals, who are recognised internationally for their high impact consulting style and competency expertise. Accredited competency professionals are licensed to consult using SMR's proprietary materials and have access to all materials published by SMR. They also will have the exclusive use of proprietary material available through the website. All accredited professionals will learn how to use HRDPower, the competency based software.

## Designed For

This accreditation programme is designed for those whose roles require them to implement and manage competency initiatives.

## Prior Knowledge

Some knowledge of HR processes preferred

## Competencies Addressed

Ability to implement a competency management initiative

## Workshop Objectives

On completion of this programme, participants will be able to:

1. Determine competency frameworks
2. Describe methods of competency profiling
3. Develop competency profiles
4. Identify competency assessment methods
5. Manage competency data
6. Identify practical implementation methods
7. Describe ways to institutionalise competencies
8. Report to Management on the benefit of Competency Management

## Learning Approach

This workshop will be conducted in a participative and practical way. Participants will learn to use templates and be able to refer to best practices. They will be able to apply what they learned almost immediately when they return to the job.

## Duration

6 days

## Fees

USD3,000.00

## Method of Assessment

1. Continuous assessment throughout the programme
2. Written and skill based assignments

**Venue : Bahrain**

**Date : Nov 8 - 13, 2008**

## Workshop Content

- 1 - Introduction to Competency Management
- 2 - Core Competency Frame Work
- 3 - Functional Competency Profiling
- 4 - Role / Behavioural Competency Profiling
- 5 - Competency Assessments
- 6 - Competency Applications
- 7 - Competency Implementation
- 8 - Technology for competency implementation

## Trainer



**Subra B.Soc. CITD (UK), ATP**  
Vice President, Consulting & Outsourcing,  
SMR Group

A. Subramanian is Director & Vice President of SMR HRS; a global leader for HR related services, and a subsidiary of SMR Group. SMR Group is one of Asia's largest integrated Human Resource Development firms operating in the HR consulting, software, outsourcing, training, events and products area.

Subra is passionate about Competency, Learning, Performance and the use of Technology to facilitate people development.