There is no substitute to human skill, Knowledge and attitude. Any industry, let it be Manufacturing, Service, IT business, Hospitality, banking etc. one of the major differentiating factor is competency of the Human Capital. Competencies and their execution capability of the Human Resource decides the balance sheet of the organization, that is why N.R. Narayan Murthy says,

“Our balance sheet opens at 9:00 am every day when my employees come to the office and gets closed at 5:00pm when my employees go back to their home” –N.R. Narayan Murthy

India is facing scarcity of Competent Human Resource in a big way from the past. Due to demand-supply disequilibrium, the resources are so costly. If we don’t put in effort and learn how to build competency within the organization with lesser cost, it would be very difficult to sustain in this competitive world and to get the desired bottom line.

This program is designed to provide training, methods, framework and handholding to the business professionals to gain insights into the entire lifecycle of Internal Competency Building within the organization and make them competent enough to run the factory of talent pool within the organization.

### CONTENT

- Competency building in the industries – Conceptual Foundation
- Who is responsible for Organization building?
- How should key stakeholders be involved?
- Competency Building Model: “One size-fits-all”; Multiple model approach; Customized model suiting to the need of organization.
- Cluster of Competencies and its position specific structuring: Technical/Functional Competencies, Organizational Competencies; Behavioral Competencies
- Competency Dictionaries
- Assessment methods and matrix
- Factor impacts the Internal Competency: Role of compensation plan program in competency building, Career pathing, Performance Appraisal, Retention strategies, Recruitment
- Difficulties and mistakes in Internal Competency building and its action pointers.

### METHODOLOGY

- Case Study
- PPT
- Simulations
- Discussions
- Question-Answer Sessions
- Live Examples
- Handholding and guiding during implementation in the respective organizations of the participants.

### WHO SHOULD ATTEND?

- HR representatives, Business Heads, Department Heads, Team Supervisors, Line managers, Program managers, Team Leads.

### FACULTY

- Mr. Amit Srivastava, EX-Chief People Officer, Corporate Coach and Business Enabler. Mr. Srivastava has 23 + years of working experience in Manufacturing, IT and Services industries.

### FEE

- Rs.1888/- Per person. (Rs.1600/- per person plus GST Rs.288/-). Fee includes course fee, cost of reading material & refreshments. The cheque may please be drawn in the name of 'Ahmedabad Management Association.'

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Programme on **Internal Competencies Building Methods**

Saturday, February 15, 2020  •  9.30 a.m. to 5.00 p.m.

Venue: AMA Seminar Hall, AMA Complex, ATIRA Campus, Vastrapur, Ahmedabad 380 015

Registration Form: Please fill-in and return this form along with participation fee to:

Ahmedabad Management Association, AMA Complex, Ahmedabad 380015.

Ph.: 079-26308601-5 • Mobile: 9537407187, 7069940917, 7203030990

E-mail: ama@amaindia.org • Website: www.amaindia.org

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