



# Management Development Programme

## Workshop

on

## Competency Mapping & Assessment Center

November 22-24, 2018

### INTRODUCTION

Competency Mapping is identifying key competencies for an organization and assessing those competencies of individuals for varied roles. Competency Mapping helps organizations place individuals in varied roles and is used by most forward thinking organization for ascertaining Recruitment, Selection, Job Evaluation, Compensation, Rewards, Training, Performance Management etc. A Competency is defined as a Behavior rather than a skill.

### PROGRAM DETAILS:

- Competency Mapping and creating Competency Models
- Identifying role appropriate Behavior
- Competency Mapping using multiple techniques
- Assessment Center commonly used methods
- Designing Assessment Centers
- Making Assessment Reports
- Individual Development Plan
- Decision Making with Assessment Center Information
- Competency based organization wide Human Resource Management

#### 3 - Day Program

9.30 am to 5 pm  
November 22-24, 2018

#### Fee

Rs. 20,000/- per  
participant plus 18%  
GST

#### Venue

**SIMSR Campus**

#### Pedagogy

Lecture, Discussion, Models  
Design, Practical Trainings

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## TARGET AUDIENCE

All those who are interested in knowing more about Behavioral Competencies, Competency Assessment and its Role in Work Life.

Working Professional, Entrepreneurs, CXO's, Managers, Senior Leadership, Faculties, Researcher's.



## TAKEAWAYS FOR THE PARTICIPANTS

- Awareness of behavioral competencies used in several HR functions such as recruitment, compensation, training and development.
- It provides conceptual and practical understanding of behavioral competencies and how they are measured through assessment centers.
- It is expected to help participants become informed designers (or clients) of competency-based HR practices.
- Participants can take on the role of assessors, identifying relevant competencies

## PROGRAM FACULTY:

**Prof. (Dr.) Shailaja Karve** Shailaja has worked as an independent assessor for organizations such as **Tietonator, Cognizant, LG India, Go Air, Pharma companies (ACG, Lupin) and Taj Group of Hotels** for assessment of managers across Junior, Middle and Senior level of Management for selection and development purposes. She has Assessed and worked on developmental plans for more than a 700 Managers. She has also handled various consultancy projects in the area of Human Resource Management like Mentoring, Restructuring, Training Need Analysis, Training Evaluation, Assessment Centers HR policies etc for organizations like **Maharashtra Electricity Regulation Company MERC, Bajaj Steel, Glaxo Smithkline, Reliance ADAG**. Shailaja has conducted Management Development Programmes ranging from half a day to three days in the area of Individual / Personal Effectiveness, Personal Growth Lab, Goal Setting, Stress Management, Effectiveness, Managerial Skills, Role Efficacy, Team Efficacy, Leadership programmes, Mentoring, Emotional Quotient, Train the Trainer etc for leading companies like **NTPC, Bankers Training College, NITIE, Alstom, Reliance ADAG, L&T construction, Powergrid Corporation of India, Ajanta Pharma, Maharashtra Electricity Regulation Commission, Reliance Industries Limited, Sunpharma, Arkema, Godavari Sugar Mills, Insurance Institute of India, Indian Navy, Mumbai Police** etc. NGOs like **Women's India Trust, Teachers and Principals of National Institutes**.

## About K J Somaiya Institute of Management Studies & Research, Mumbai

- Graded amongst Top 20 B Schools in India
- 1st Mumbai University B School to be granted Autonomy
- Well Designed, State of Art Infrastructure
- P.G & PhD Programs
- Excellent Placement Records
- Highly Qualified Faculty with Industry Experience
- Research Intensive Centers of Excellence

