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Competency Based Training 2.0



March 7, 2014



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Competency Based Training 2.0:


Competency based training is a structured approach to training and assessment that is directed toward achieving specific outcomes. Competency based training is intended to help individuals acquire or build the necessary characteristics to match the skills of good or exceptional performance. In competency based training, the outcomes to be achieved are clearly stated so that learners know exactly what they have to be able to do, trainers know what training or learning is to be provided and organisations know the skill levels required of their people. The emphasis in competency based training is on "performing" rather than just "knowing".

Aims/Objectives:

- To orient participants to align the training process to organization goals.
- To facilitate participants in understanding the need of competency based approach for training.
- To help participants in understanding the process of assessing competencies and determining the competency gaps.
- To assist participants in designing training programs using competencies.
- To make participants understand how to conduct training evaluation and calculate training ROI.
- To equip participants with forms, templates and tools that can be used for creating effective competency based training programs.

Workplace Outcomes:

- The participants will be understand and appreciate the competency based approach for training.
- Participants will be able to assess competencies, determine gaps and design training programs which address the training needs.
- Participants will be able to improve delivery skills and acquire excellent facilitation skills.
- Participants will be able to conduct robust training evaluation and demonstrate ROI.

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- Participants will be able to know how to communicate the value of CBT to all stakeholders
 - Participants will be able to know how to use our workbook which contains templates, forms, tools, etc.

Duration: 1 to 2 Days

Methodology

The program will have interactive lecture sessions, power point presentation, case studies, Role-plays, practice exercises and Administration of Leadership Style Questionnaire, Simulation Games.

Participants

Senior Management Leaders, Functional Managers engaged in Training process and delivery, Trainers, HR Generalists, HR Managers, Operations Managers, etc.