



T. V. RAO LEARNING SYSTEMS PVT. LTD.
Announces the
Sixth Certificate Program in
Competency Mapping

Program Commences
April 15, 2007
Contact Workshop
June 21-23, 2007
at Ahmedabad
(Non-residential)

Facilitators
TVRLS Team

10 **SUCCESSFUL YEARS IN CONSULTING**

Celebrating a decade of learning & contributions

WHO SHOULD ATTEND?

- HRD professionals
- Line managers, unit heads, supervisors
- Trainers, psychologists
- Professionals using Competency focused interventions
- Those involved in recruitment, retention, admissions to colleges, Assessment centers testing, counseling etc.

INTRODUCTION

People and their competencies have become the most significant factors that give a competitive edge to any corporation. The future is going to be that of competent people and competency based organizations. HR professionals and HR practices can contribute a great deal to develop competency based organizations. This certificate programme aims at building the competencies of those who have a role to play in building competency based organizations.

PROGRAM OBJECTIVES

To provide conceptual knowledge and; more importantly; practical skills on competency mapping with following objectives:

1. To develop professional competence (knowledge and skills) to map the competencies for one's own role
2. To design and conduct competency mapping exercise for a set of roles in one's own organization
3. To learn to design competency model for one's organization
4. To learn to design various interventions based on competency mapping to build a Competency-focused organization

COURSE STRUCTURE & TIME FRAMES

The course is spread over a total of five months and the contents are:
Phase I: TVRLS Competency Course Material: Specially designed course material on competency mapping with self-practice exercises and other resource material like books and articles, which will be couriered/mailed to the participants 2 months prior to the workshop.

Phase II: 3 Days non-residential contact Workshop: The workshop will include presentations, group activities & assignments to train the participants to map competencies and design competency models.

The workshop will be conducted at Ahmedabad from June 21 to 23, 2007.

-Phase III: Project work and Certification: After the contact workshop, participants will have to undertake project work given by TVRLS, in his/her organization. This will have to be submitted to TVRLS within 3 months of the workshop. TVRLS team will assess the candidate's project work, and based on the learning & proficiency demonstrated, certification will be awarded.

CERTIFICATION

The assessment will lead to "TVRLS certificate in competency mapping". The enrolment in the program does not automatically merit certification. The certification will be based on assessment.

COURSE CONTENTS:

- History of competency, concepts and definitions
- Relevance of competencies in organizations
- Types of competencies (Managerial, Behavioral, Technical, Conceptual, Human Relations, Knowledge, Attitudes, Skills, Values, etc.).
- Methodologies of competency mapping
- Creating competency models – trends and methodology
- Competency-framework and types
- Selection of techniques
- Validation of competency-list
- Developing competency-dictionary
- Creating competency-based HR Systems

BENEFITS TO THE INDIVIDUAL/ORGANIZATION:

Post the certificate program, participants will be able to:

- Identify competencies for a particular role / job
- Generate behavioural indicators for these competencies
- Understand and integrate competencies identified with other HR systems and processes like selection, placement, promotion, training, etc.
- Be familiar with various methodologies used for competency mapping
- Develop competency models specifically for own organization
- Validate competency lists and develop a competency dictionary
- Create competency-based HRM systems in their organization

INVESTMENTS

Rs 26,000 per participant (Non residential)+ 12.24% service tax. Total fee is Rs.29,182/-This includes reference books, lunch and all other program material. More than 2 nominations from one company- Rs.23,000/- per participant + 12.24% service tax. Total fees is Rs.25,815/- per nomination

INTERNATIONAL PARTICIPATION FEES: \$1000 for participants from South Asia Countries, and US\$ 1250 from USA and other countries.

* The fees will be accepted through demand draft/par cheque only in favour of "T.V. Rao Learning Systems Pvt. Ltd." payable at Ahmedabad.

LEARNING METHODS

Reading Material
Practice sessions using exercises
Project work
Teleconferences
Feedback on assignments
Contact workshop
E-learning and e-coaching

ABOUT TVRLS

Set up in 1996 by Prof. T.V.Rao in Ahmedabad, TVRLS is an expression of over four decades of experience, study, review, reflection and action combined with a desire to discover more about the behaviour of people in different settings and developing ways of making them give their best.

Over the last decade, TVRLS has been contributing extensively in the areas of Leadership Development through 360 Degree Feedback, Assessment Development Centers, Competency Mapping, HRD audits, performance management system (PMS), Psychological Instrumentation and Testing, OD and Change Initiatives, Climate Surveys & Designing and Implementing HR Systems, etc.

NOMINATIONS MAY BE SENT TO:

The MDP Coordinator

T.V Rao Learning Systems Pvt.Ltd

603, 6th floor, PARSHWA, Near Rajpath Club

Sarkhej-Gandhinagar Highway, Ahmedabad-380015

Phone: 079-26872718, 26870312 Fax: 91-79-26870687

E-mail: tvraoadi@sancharnet.in/tvrls@tvrao.com

URL: www.tvrls.com

LAST DATE FOR SENDING IN NOMINATIONS: APRIL 2, 2007

The first five batches of competency mapping had 328 professionals from esteemed organizations like Hutch orange, SRF, GE Capital, Pricol, DS Group, TCS, Novell, HCL Technologies, O & M, L & T, Helpage India, Cognizant Technologies, Cairn Energy India pvt, Lupin Ltd, GAIL, L G Electronics India Ltd, Bharti Cellular, Thermax group, Sandvik Asia, Mercuri Goldmann Pvt. Ltd, Exide Industries, Kochi Refineries, Infosys, Royal Enfield, Patni Computer systems, Visteon India, Tata Tea, NIIT, IPCL, NALCO, Cadila Pharmaceuticals, Welspun India Ltd, Wockhardt Ltd, Edutech Middle-east LLC (Dubai), Birla Cellulosic, TATA AIG Insurance Company, HDFC Standard Insurance Co, TATA Cummins, ONGC, Indian Rayon, Wyeth, BPL Mobile Cellular, MICO, Philips, Power Grid Corporation, TATA Motors, Siemens Ltd., Mahanagar Gas, Srilanka Telecom (Srilanka), Bharat Electronics, IFFCO, Gati, HPCL, SBI Staff College, TNT, Action Aid India, Indo-German Social Service, Bennet & Coleman Co. Ltd., Bank of Baroda, L&T Infotech, Reliance Infocom, Idea Cellular Ltd., Hindustan Petroleum, UTI, Indian Oil Corp., Hinduja TMT, Mahindra & Mahindra, BHEL, Shipping Corporation of India, MMTC, Action Aid International India, Asahi India Glass, Ador Weldings, Alcatel Development India, CHR Global HR Services, GMR Group, NIBM, Pantaloon Retail, Reliance Energy, Reliance Industries, Samtel Color, Strides Arcolab, Syngenta India, Torrent Pharmaceuticals, Torry Harry Business Solutions, VFS India, Percept Holdings (Amo Communications), Narang Hospitality Services, Wigan And Leigh College, Locuz Enterprise Solutions, Aegis BPO, Services, Avestha Gengraine Technologies, Centurion Bank Of Punjab, Financial Technologies, etc.

**Registration form for Certificate Programme in
COMPETENCY MAPPING (VI Batch)
(Commencing 15th April, 2007)**



T. V. Rao Learning Systems (TVRLS)

603, PARSHWA, 6th Floor, Near Rajpath Club, Ahmedabad - 380015

Phone 91-79- 26872718, 26870312, Fax 91-79-26870687

Email: tvraoad1@sancharnet.in/tvrls@tvrao.com

URL: <http://www.tvrls.com>

Name: Mr./Ms.

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Date of Birth:

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Date Month Year

Professional qualification:

Degree/Diploma (With
specialization): _____

Name of

Institute: _____

Passing Year:

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Professional Experience details:

Present

Organisation: _____

Role/

Title/Designation: _____

Role/Job

description: _____

Name of the previous organizations worked with:

Total Years of Experience:

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(TVRLS holds the right to change the venue, subject to participation)

Address for

Correspondence: _____

Telephone number:

Office: _____

Residence: _____

Mobile: _____

E mail ID: _____ @ _____

Fax: _____

Please find enclosed the DD/Par Cheque No. _____ towards the fees for the certificate program in **COMPETENCY MAPPING**. I undertake to abide to the changes that TVRLS will incorporate in the program.

Date: _____

Signature

Place:

Please attach your visiting card with filled registration form.

LAST DATE FOR REGISTRATION: APRIL 2, 2007