



Training number:
1000119260

ADVANCED COMPETENCY DEVELOPMENT PROFESSIONAL (ACDP) ILM, UK

INTRODUCTION

The Advanced Competency Development Professional (ACDP) workshop is a comprehensive five day training which enables you to design, develop and implement the competency framework within organisations. This workshop will help you to gain the knowledge and skills to develop customised competency dictionaries for best fit purposes in your organisation.

This ILM recognized workshop qualifies you to join a select group of competency professionals, who are recognised internationally for their expertise.

DESIGNED FOR

Those responsible for the development of Competency Framework

LEARNING APPROACH

Learning will take place through small group activities, discussions, and experiential learning.

PROGRAMME OBJECTIVES

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

- Develop competency model and framework
- Identify methods of competency profiling
- Describe competency assessment methods
- Map and validate Position Competency Profiles
- Integrate Competency into HR processes

Facilitators: A. Subra, Samsudin Abdul Rahman & Letchumanan Subramaniam

Training Provider: SMR HR Group Sdn Bhd (177552-M)
Level 8, Tower Block
University of Cyberjaya Campus
Persiaran Bestari, Cyber 11
63000 Cyberjaya Selangor

Training Programme No: 1000119260

This programme is ILM UK, certified.



ILM-Approved Study Centre:
SMR HR Group Sdn Bhd (177552-M)
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Register now at:
www.smrhrgroup.com

FIVE DAYS TRAINING WHICH ENABLES YOU TO DESIGN, DEVELOP AND IMPLEMENT THE COMPETENCY FRAMEWORK

FEE

RM6,500 per pax (SST 6% not included)

MODE OF DELIVERY

Remote Online Learning - 10 - 14 April
Face to Face - 7- 11 August

WORKSHOP OUTLINE

Module 1: Introduction to Competency

- Competency Framework
- Competency Model Myth-Busting
- Emerging Trends in Competency

Module 2: Competency Development

- SMR's PAGE Framework
- Build, Buy, Borrow, Modify
- Content Development
- Job/Role Competency Profile
- Review & Validation Methods

Module 3: Competency Application

- Recruitment & Selection
- Learning and Development
- Performance Management
- Succession/Talent Identification and Development
- Career Mapping

Module 4: Competency Assessment

- Assessment Framework
- Role of Assessor
- Assessment Methods
- Type of Evidence
- System

Module 5: Implementation of competency

- Project Structure
- Responsibilities and Accountabilities
- Critical Success Factors
- Risk and Mitigation
- Communication and Internal Capability Development
- Continuous Improvement
- Technology

