



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.



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

**Remote Online Learning: 7 - 11 August 2023**

## MODE OF DELIVERY

## 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



**ILM-Approved Study Centre:**  
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