



**GOA INSTITUTE OF MANAGEMENT**  
PORIEM CAMPUS, SANQUELIM, GOA  
0832 - 2366700/10

## MANAGEMENT DEVELOPMENT PROGRAMMES



# Competency Mapping for Acquiring, Retaining and Developing Talent

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Developing conceptual knowledge aligning practical skills on competency mapping

5<sup>th</sup> – 8<sup>th</sup> October 2022 | Online |  
Executive Certificate from GIM

# Overview

The course has been designed with a goal to equip HR executives and functional managers to develop an understanding on competency mapping and its role in talent management. The participants will develop deeper understanding on the concepts of role and practical steps to perform competency mapping, differentiating between technical and functional competencies, identifying behavioral indicators and finally assessing them in an assessment center. The participants will also appreciate the importance of linking the concepts to HR activities such as recruitment & selection, performance management, training, promotion & succession planning, rewards, 360degree feedbacks and OD

**Last date of registration**

September 27, 2022

**Duration**

October 5<sup>th</sup> – 8<sup>th</sup>  
9 AM to 1 PM

**Format**

Online



# Who Can Attend?

HR Managers in Talent Acquisition / Line managers who are involved in Recruitment & Selection, PMS and Line Managers who are part of interview process.

**Level: Entry, Mid-senior level Managers**



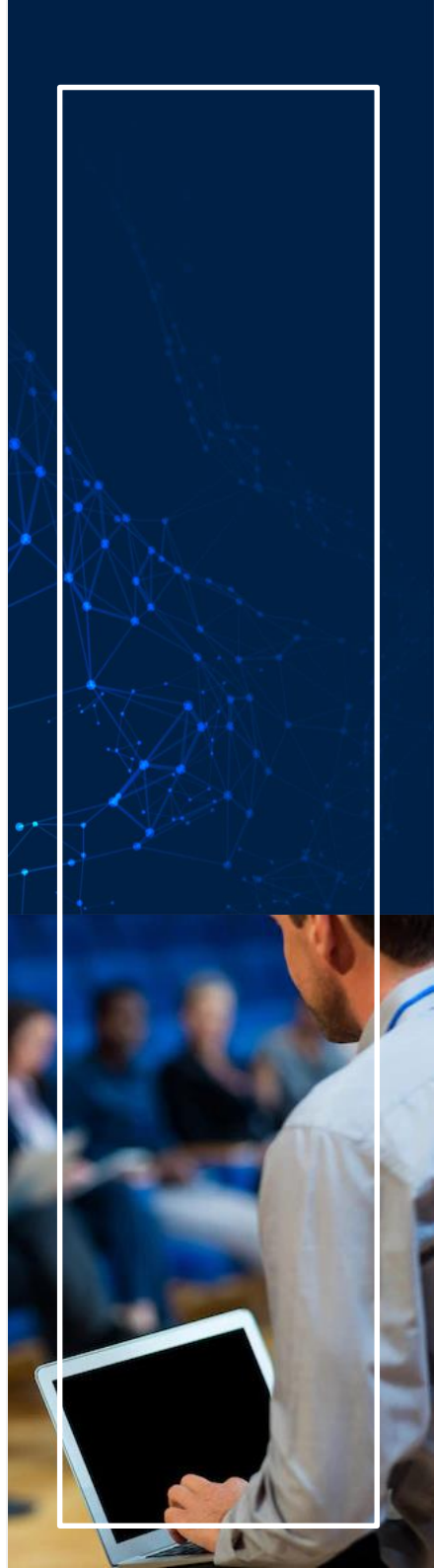
# Highlights/Outcomes

At the end of the course, the participants will be able to

- Understand the importance of competency- based Talent Management.
- Understand the methods to conduct Role analysis to map the competencies of the role
- Understand methodologies used to do competency mapping
- Develop a competency framework/model..

# Pedagogy

A combination of lectures, case studies, experiential learning and interactive sessions will be utilized to engage participants with the content of the course.



# Programme Modules

## 1. Introduction to the concept of competencies

Objectives: Participants will learn about the fundamentals of competencies, types of competencies, components of competencies, competency framework/models, application of competency-based systems to HR Functions,

## 2. Role Analysis and Its Constituents

Participants will learn about role constituents and understand role set-based competency mapping (RSBCM).

## 3. Task Analysis for Competency Mapping

Participants will learn about task analysis, a six-step model of task analysis and application of the task analysis

## 4. Research Methods for Competency Mapping

Participants will learn about various methods of mapping competency

## 5. Behavioral indicators and Competency Model

Participants will learn about identifying behavioural indicators and importance of Competency Model

# Programme Mentor

DR. V. PADHMANABHAN

Ph.D., M.B.A, M.Phil, FDP (IIM-A).

Organizational Behaviour and  
Human Resources

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Dr. Padhmanabhan is currently an Associate professor in the OB/ HR area. His teaching and research interests are in the individual and group dynamics. His curiosity is in observing team functioning and its impact on the group and organizational performance.

He has conducted MDPs for both public and private sector organizations.

To name a few, Goa Shipyard Ltd, Group Captains at Naval War College, Konkan railways, New Mangalore Port Trust, Executives at Coir Board, Young leaders in Goa State bureaucrats (State Public Service Commission), mid-level managers from Pharma and Administrative heads at various Government engineering colleges etc.

His consultancy interests are in organizational diagnosis & intervention to understand structure & system, culture & climate and competency mapping for the role

# Course Fees

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Programme Fees: Rs.9,500/- per participant (exclusive of 18% GST)

This includes all course materials, assessment & certification

The registration fees can be transferred through NEFT/IMPS.

Following are the bank details:

Bank Account Number: **23611450000016**

Beneficiary Name: Goa Institute of Management Bank Name: HDFC Bank (Sanquelim Branch) IFSC Code: **HDFC0002361**

Account Type: Savings Account

UPI/Gpay/PayTM



[Click here](#)

FOR **REGISTRATIONS**

**MDP OFFICE  
GOA INSTITUTE OF MANAGEMENT  
PORIEM, GOA-403505**

**Mail: [mdpoffice@gim.ac.in](mailto:mdpoffice@gim.ac.in),**

**Mobile: 9834161149**

To register click here <https://bit.ly/3DCVz5b>



## About GIM

Goa Institute of Management was established in the year 1993. It is an autonomous management school situated in Goa and affiliated to AICTE with accreditation by the NBA. This 29-year-old Institution offers a 2-year full-time flagship PGDM program to students. It also provides PGDM-Healthcare Management, PGDM- Big Data Analytics PGDM-Banking, Insurance and Financial Service, and Online MBA (PGDM) courses.

## Executive Learning @ GIM

The Management Development Programme (MDP) at GIM provides an intense and transformative learning experience designed to fit the requirements of seasoned mid-career executives. The program helps equip the participants with critical capabilities to succeed in an ever-changing global business environment.