

## 2010 | Master Competency Professional (MCP)



## ★ INTRODUCTION

Organisations that identify competencies critical to their business and skill their people accordingly, gain a competitive advantage which others would find difficult to duplicate. At the MCP workshop, participants will learn about the strategic skills required for organisational success; to bring about strategic workforce planning, organisational impact, and human capital transformation through the implementation of competency initiatives.

The two main principles that underlie the expectations of human capital in organisational settings need to be recognised and addressed for workplace performance. The first principle that there

are individual differences between people leads us to a simple but important principle that people are not equally suited to all jobs. The process of matching peoples' strengths to jobs could result in positive consequences for the organisation. The second principle is that future behaviour is, at the minimum, partly predictable. The goal is to match people to jobs and ensure the best levels of future job performance. The belief that future job performance can be estimated is based on the second principle.

While at the ACP workshop, the core skills of profiling, modelling, assessing, applying competencies, implementation and technology tools were learned, the MCP workshop is more strategic in nature.

Participants learn about the strategies to bring about human capital transformation and creating organisational impact using competencies as a key driver in strategic workforce planning.

Master Competency Professionals are licensed to lead projects and consult using SMR's proprietary materials. They will have access to all materials published by SMR and learn how to use HRDPower®, the competency based software. They will also be licensed to run the Accredited Competency Professionals.

## ★ DESIGNED FOR

This Master Competency Professional workshop is designed for those whose roles require them to lead competency projects, take responsibility for bringing about human capital transformation and ensuring organisational impact through the use of competencies.

## ★ PRIOR KNOWLEDGE

Core Competency Skills/ACP attendance

## ★ WORKSHOP OBJECTIVES

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

1. Identify competency frameworks for strategic workforce planning
2. Develop strategies using competency models for human capital transformation
3. Align competency model for maximum organisational impact
4. Create breakthrough implementation strategies to propel organisation for best levels of performance

## ★ COMPETENCIES ADDRESSED

Leading Competency Management initiatives

## ★ MODEL REFERENCE

- HRDPower® Model
- Page Framework®

## ★ BENEFITS OF ACCREDITATION

- Join an international group of outstanding competency professionals
- Access a large body of resources
- Provide leadership for Competency initiatives

## ★ LEARNING APPROACH

This workshop is a high level workshop that will focus on adding value to the Competency professional's repertoire of skills. Several classic case studies will be used on the workshop to enable participants' learning. The workshop will be intensive and hands on one. The focus is on providing the state of the art information and skills to the high level professional engaged in implementing competency initiatives in their organisations

with a view to bringing about strategic human resources transformation resulting in organisational impact.

## ★ DURATION

4 days

## ★ CERTIFICATION REQUIREMENTS

1. Complete the pre-course work both on line and off line.
2. Complete reading of case studies.
3. Attend the required onsite training workshop.
4. Complete a one hour written test during the workshop.
5. Complete one written assignment during the workshop.

## ★ THE ACCREDITATION AWARD

On successful completion of the MCP workshop, participants will receive accreditation from Dr. R. Palan, Chairman and CEO of SMR HR Group and author of the book: Competency Management: A practitioner's guide.

## ★ WORKSHOP CONTENT

### 1. Competency frameworks for strategic workforce planning

- Planning
- Basic tenets of strategic workplace planning
- The role of Competency Management
- Getting buy in from Management

### 2. Competency models for human capital transformation

- Going beyond traditional job analysis role models
- Jobs versus Roles
- Enabling quantum leaps
- Creating best person: job matches

### 3. Aligning competency model for maximum organisational impact

- Developing models for the future
- Predicting job performance in the future
- Validating the model
- Winning stakeholders' support

### 4. Create breakthrough implementation strategies

- Learning from best practices
- Lessons for execution excellence
- Metrics to monitor success
- Reporting strategies

### 5. Consulting skills

## ★ TRAINER

R. Palan Ph.D., A.P.T

## About The Trainer



**R. Palan Ph.D., A.P.T**

---

<b>Introduction</b>	<p>Palan, an international author, speaker and consultant has a passion to help people learn and perform in a FUN way.</p> <p>This passion to help people learn and perform has driven him to pioneer innovations in the field. His creative training tools, competency and performance management models have been implemented widely by many organisations.</p>
<b>Current Position</b>	<p>He is currently Chairman &amp; CEO of SMR Technologies Berhad, a listed company on Bursa Malaysia Securities Bhd.</p>
<b>Education</b>	<p>He studied at St. Francis Institution, Melaka, Malaysia; Madras University, California Coast University, University of California at Los Angeles, the Harvard Business School and the National Training Laboratories, USA.</p>
<b>Working Experience</b>	<p>Palan has worked in a variety of industries in marketing, human resources, training and general management positions.</p>
<b>Speaking Style</b>	<p>He has the magical ability to deliver content in a FUN way. This ability has led him to work in over 30 countries for distinguished and progressive organisations. Palan has presented internationally at numerous conferences.</p>
<b>Practice</b>	<p>Palan's current interests include:</p> <ul style="list-style-type: none"><li>• Making Learning FUN</li><li>• Competency Management</li><li>• HR Technologies</li><li>• Talent Management</li><li>• Performance Management</li></ul>
<b>Conferences</b>	<p>Palan has presented keynotes and sessions at numerous international, regional and national conferences including:</p> <ul style="list-style-type: none"><li>• Asia HRDCongress</li><li>• American Society for Training &amp; Development International Conference (ASTD)</li><li>• National Speakers Association, USA</li><li>• Australian Institute of Human Resources</li><li>• International Federation for Training &amp; Development (IFTDO)</li></ul>
<b>Personal</b>	<p>Palan, a Malaysian lives in Kuala Lumpur, Malaysia with his family.</p>
<b>More details</b>	<p>E-mail : <a href="mailto:drpalan@smhrgroup.com">drpalan@smhrgroup.com</a> Web : <a href="http://www.smhrgroup.com">www.smhrgroup.com</a></p>

# Registration Form

## DETAILS OF PARTICIPANT

Name : \_\_\_\_\_

NRIC No. : \_\_\_\_\_

Position : \_\_\_\_\_

E-mail : \_\_\_\_\_

Tel : \_\_\_\_\_ Mobile No. : \_\_\_\_\_

Years of experience in current position : \_\_\_\_\_

Meal Option :  Vegetarian  Non-Vegetarian

## NOMINATING OFFICER (if applicable)

Name : \_\_\_\_\_

E-mail : \_\_\_\_\_

Tel : \_\_\_\_\_

Job Title : \_\_\_\_\_

Signature : \_\_\_\_\_

## INVOICE TO BE SENT TO

Name : \_\_\_\_\_

Position : \_\_\_\_\_

Company : \_\_\_\_\_

Address : \_\_\_\_\_

E-mail : \_\_\_\_\_

Tel : \_\_\_\_\_

Fax : \_\_\_\_\_

## WORKSHOP FEE (Please tick)

**Master Competency Professional (MCP)**

Date : 4 - 7 October 2010

Venue : Kuala Lumpur, Malaysia

Fee : MYR 5,900

## PAYMENT

Cash

I enclosed a cheque for **MYR 5,900**

Made payable to : **SMR HR Group Sdn Bhd**

(Formerly known as SMR Learning & Development Sdn Bhd)

Pay by Credit Card (Term and conditions applies)

Please contact : **603 - 2279 9199** (Finance Dept)

Bank Transfer : **Dataran Maybank Branch**

Company Name : **SMR HR Group Sdn Bhd**

(Formerly known as SMR Learning & Development Sdn Bhd)

A/C No : **5142 - 5340 - 6092**

## TERMS & CONDITIONS

Programme fee must be paid in advance.

Note: We will send you a confirmation note on receiving your registration form.

## FOR DETAILS AND REGISTRATION

Contact : **SALES TEAM**

Telephone : 603 - 2279 9199

Fax : 603 - 2279 9099

E-mail : [info@smrhrgroup.com](mailto:info@smrhrgroup.com)

Post or fax your registration form, signed by your nominating officer to : \_\_\_\_\_