

A TWO-DAY COMPETENCY DEVELOPMENT WORKSHOP

By

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Learning Snippets

At the end of the program, participants would be exposed to:

- The meaning of a competency based management system.
- Behavioral, Technical and NVQ/SNVQ Competencies
- Reasons for competencies
- Coverage of Competencies
- Applications of Competencies
- Keys to success in using Competencies

Introduction

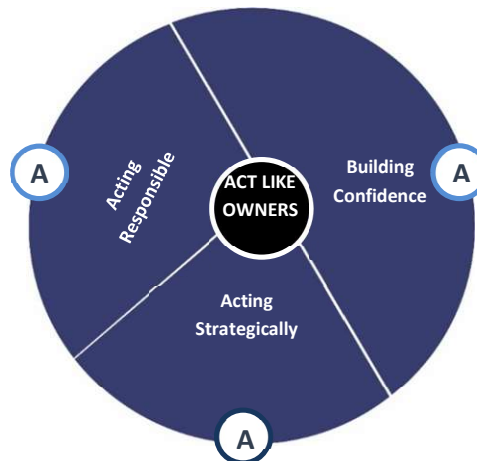
- Background to the Training**
- The Five Domains of Competencies**
 - Competency drivers
 - Competency management process
 - Competency management intervention
 - Competency management returns
 - Competency management feedback
- The competency management functions**
 - Competency planning
 - Competency development
 - Competency application
 - Competency monitoring

MODULE ONE:

The Four Value Areas:

- The “Acting like Business Owners”
- The “be Adaptable”
- The “Care Deeply”
- The “Deliver Excellently”

Competency Framework Based on “Act Like Owners Values” (three Competencies)



- ✓ **ACTING LIKE BUSINESS OWNERS VALUES**
 - Introduction to the principles of Business Ownership
 - The spirit of Entrepreneurship
 - Acting like Business Owners Competencies

A1) ACTING RESPONSIBLE COMPETENCIES

- ✓ **The Guiding Blocks for Acting Responsibly**
 - Taking full responsibility for success
 - Developing expertise in job domain
 - A long term goal focus approach
- ✓ **Acting Responsible Competencies**
 - The workplace responsibility and accountability Mantra
 - The principles of the six serving men (what, why, when, how, where and who?)
 - The principles of personal and teams accountability)

A2) BUILDING CONFIDENCE COMPETENCIES

- ✓ **Guiding block for confidence building**
 - Correlates of confidence competencies at work
 - Importance of confidence competencies at work
- ✓ **Confidence building competences**
 - Sources of confidence competencies
 - Cultivation of confidence competencies
 - Actualization of confidence competencies at the workplace

A3) ACTING STRATEGICALLY

COMPETENCES:

- ✓ **The guiding blocks for acting strategically**
 - Tows analysis in strategic thinking
 - Plotting a goal oriented course of action in strategic thinking
 - The indicators of acting strategically
- ✓ **Strategic action related competences**
 - The five ways of thinking and acting strategically
 - The six tips for strategic thoughts and actions