



COMPETENCIES BENCHMARKING (SKILLS INVENTORY): A FOUNDATION FOR YOUR TRAINING NEEDS ANALYSIS



Background

TnA (Training needs Analysis/Assessment) needs to be a dynamic process, calibrated on a regular basis, and aligned with organizational strategic objectives. As Training has been a regular activity, leaders should understand and try to achieve the key objectives and the ROI, rather than just enhancing the knowledge and skills of employees.

Benchmarking the competencies and aligning them with organizational strategic objectives; every training program will be turned into performance-driven, result-driven and culture-oriented.

Program Details

Date & Time: 12th November 2022 (9.30am to 4.45pm)

Venue: , NBI Hall, Kathmandu

Target Audience: HR, HoD, COO

Program Details

Program Content:

- Workforce Planning: Skills Inventory (Process: Planning, Execution and Management)
- Talent Management: Career Progression and Development Planning
- Enabling Culture: Process (Exploring, Measurements and Management)

Tools and Approaches are involved for each component.

Program Delivery Method: Slides and Video Presentation, Individual Assessments and Group Work / Presentation, Designing Tools

Time	Content Details
9.30am-11.00am	<p>Alignment: Strategy, Performance, & Culture</p> <ul style="list-style-type: none"> • Welcome, Objectives & Expectations • What 'Alignment' got to do with every role? • Organization Alignment- an Assessment: • Communication, a backbone of organizational alignment
11am-11.15am	<i>Tea/Coffee & Cookies Break</i>
11.15am-12.45pm	<p>Workforce Planning</p> <ul style="list-style-type: none"> • What's your current JD and Training Calendar looks like? What does it tell you about your organization? • Group Work & Presentation: Competency Benchmarking, a process to breakdown a role <p><i>Tools in Focus: Orientation, On-boarding Program, Job Description, KRA (Key Result Areas), LPIs (Key Performance Indicators), and more</i></p>
12.45pm-1.30pm	<i>Lunch Break</i>
1.30pm-3.00pm	<p>Talent Development</p> <ul style="list-style-type: none"> • What's your current overall Performance Appraisal rating look like? How would you measure your retention rate and succession plan strategy? • Group Work & Presentation: Career Progression Mapping with Development Program <p><i>Tools in Focus: Training Calendar, Mentoring & Coaching Sessions, Performance Conversations, and more</i></p>
3.00pm- 3.15pm	<i>Tea/Coffee & Cookies Break</i>
3.15pm-4.45pm	<p>Values & Culture</p> <ul style="list-style-type: none"> • Organization Culture - an Assessment: <ul style="list-style-type: none"> ⇒ What's a 'Learning enabled Culture' seems like? • Group Work & Presentation: Organizational Values and Culture, align with Strategic Objectives. <p><i>Tools in Focus: Culture Survey, Team Values Program, Reward & Recognition Program and more</i></p>

Facilitator's Profile



Mr. Arun Basnet

An Australian Certified Trainer & Assessor

Organizational Development and Learning & Development have been Mr. Basnet's core expertise, while providing his consulting services to corporates and non-profit organizations.

Mr. Basnet started his people and performance management journey in his early 20s with McDonald's Australia when he was promoted to Management Cadre. Since then, he has managed numerous roles in a variety of sectors, dealing with people and their complexities.

For the last 7 years, he has been working actively with Nepali organizations at strategic and operational levels to improve organizational performance through people, processes, and systems

NATIONAL BANKING INSTITUTE LTD.

Central Plaza, 6th Floor, Narayanchour, Naxal, Kathmandu, Nepal.

T : 977-1-4415903/905, 4436001 • F: 977-1-4441351

info@nbi.com.np • www.nbi.com.np