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# CONTINUING PROFESSIONAL DEVELOPMENT TALK

12 July 2019  
3.00pm-5.00pm  
MIM Learning Centre, PJ33

# Competency Based Talent Management (CBTM)

'Competencies' are defined as 'the behaviours and skills individuals should have in order to perform their role effectively'. The competency model/ framework is divided into three areas: Knowledge, Skills and Systems/ Processes.

Many organisations develop a Competency Framework with an intent of managing performance more effectively. However, the organisation may find that the competency system they have in place falls short of their expectations.

The most common reasons for this shortfall is that in many cases the fundamentals of the Organisation are not in place or is inaccurate. Other reasons could be that the users of the system especially the Human Resource staff may not be aware of the holistic benefits of using a competency framework.

## KEY TOPICS

- The history or science and belief system in Competency Management.
- HR Model to support CBTM.
- Innovative Driven HR practices to support Business Strategy – Karpin Model.
- Integrating HR practices to become Competency Based.
- Benefit to Organisation & People Managers in adopting CBTM

## ABOUT OUR SPEAKER



G.KARUNA PILLAY

Karuna is Human Resource Consultant specialising in areas related to Organizational Development and Competency Based Talent Management. He has more than 20 years of experience in these areas.

Karuna has held various key-management positions in Human Resources; Head of Talent Development in MIMOS Bhd., Head of Training & Development in Texas Instrument (Malaysia), and Lead of Learning & Development (R&D Division) of Motorola Malaysia, and Section Head of HR Development in Kontron (Malaysia). Karuna was a critical lead for the team in MIMOS that created and established the Competency Management System for MIMOS Bhd. While in Motorola Malaysia, Karuna was attached to Motorola Malaysia responsible for revamping Motorola's development programs, and during his stint in Texas Instrument (Malaysia) he was the lead for all programs related to Organizational effectiveness. Karuna holds a degree in HRM and MBA from Canterbury Organisation, United Kingdom.