

THE SCIENCE OF HR

DEVELOPING AND USING COMPETENCY FRAMEWORKS



Competency Frameworks

The traditional view of Human Resources Management is that it is just an art - managing people and their feelings, and attitudes. The modern and futuristic approach is to think of HR as a Science built on principles and practices and of course - data and inferences that have been tried, tested and proven. Competencies are the demonstrable knowledge skills and behaviours that predict performance in a specific role. With Competency frameworks, the practice of HR can be made more scientific, and therefore, more effective.

Competencies and Competency Frameworks

In this opening module, we will explore the short-comings of not having competency frameworks, what competency frameworks are, and can do for organizations and the various applications to competency frameworks to organizational development.

Developing Competency Frameworks

We will focus on the process of competency development - using generic or existing competencies and building new or organic competencies from scratch. The entire toolkit for job analysis and evaluation, codifying, testing and validating competencies will be practiced.

Competency-Based Recruitment

In module three we will practice how to use competency frameworks in recruitment and selection processes and improve the quality of your recruitment decisions. Recruitment is one of the places where we must get it right and Competency Frameworks are here to make it happen.

Competency-Based People Development & Growth

Competencies MUST also be applied to the various people development and career management programs at our organizations including but not limited to coaching, mentoring, leadership development, training, career management and more.

Competency-Based Performance Management

Finally, we will apply the competencies and competency frameworks to organizational and individual performance management and strategy. What are the core organizational and departmental capabilities and how can we use competencies to drive results?

Delivery will involve the use of a number of experiential activities including self-assessments, case studies, reflective practice and role plays, amongst others. Program can be further customized to meet the organization's specific needs



About Learning Impact NG

Our Company

Learning Impact NG is a leading provider of organizational learning, strategy consulting and financial literacy solutions in Nigeria. The company was incorporated on the 25th of June 2010 and was founded by Omagbitse Barrow, a youthful and dynamic Investment Banker, turned Human Resources and Learning professional who had spent a decade working at Investment Banking & Trust Company (IBTC) and later Stanbic IBTC Pension Managers and Stanbic IBTC Bank.

We have worked with some of the largest institutions across a variety of industries in Nigeria's private, public and non-profit sectors. In addition to traditional classroom training, we are at the forefront of the use of learning technology in Nigeria with our innovative Animated Educational Videos that we have deployed for several institutions; our 100% home-made Learning Management System with robust indigenous courseware; and our unique EPaper Vendor service and other Knowledge Management Services that we offer.



Our Methodology

Based on our proprietary Learning Impact Model, our team of designers and facilitators at Learning Impact NG are focused on ensuring that the impact

of all our solutions is sustained beyond the "event" or "intervention". We pay attention to the following in all our intervention design and delivery:

- 1) Adult Learning Principles;
- 2) Human Performance Improvement;
- 3) The Learning Impact Model;
- 4) Programmatic Evaluation;
- 4) Experiential Design & Delivery;
- 5) Scalability and Impact.

We use case studies, role plays, reflective thinking, scenarios, in-baskets, individual and group activities, games and a host of other experiential learning and discovery-based tools to design and deliver our trainings.



Our People

We have a strong internal academy led by Omagbitse Barrow, a prize-winning Chartered Accountant and critically acclaimed workplace learning professional and supported by Regina Makyur, a first-class graduate of Economics and a Doctoral candidate in Economics, and Anthony Oni, an experienced learning designer. We also tap into the expertise of a wide and very experienced external faculty for our programs, and our Faculty model is driven by a commitment on on-going learning and research, micro-learning and a strong commitment to publications and innovation.



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