

HRSG

Competency-Based Management Certification:

CBM Essentials

Dates: December 1st, 3rd and 7th at 10:00AM EST

Advance your career and make a difference in your organization by mastering the essentials of a competency-based approach used by most Fortune 500 companies today. This intensive program includes the best practices, real-world strategies, and hands-on learning you need to accelerate your competency-based initiative.



Format:
100% Online



Course Length:
3 Sessions, 2hrs Each



Investment:
~~\$1,570 USD~~
Early bird: \$845 USD

Sign Up

Global clients we've worked with include:



dun & bradstreet



HRSG's Competency-Based Management Certification Program for HR Executives & Professionals

This internationally recognized training program focuses on workable competency-based solutions, giving you the skills to design high-impact strategies and implement a competency-based program for your organization.

The course utilizes a blend of best practices, case studies, practice exercises, techniques, models and the latest research. These tools will help you understand the concepts and practices you can use to address current challenges in attracting, retaining and developing talent.

The program incorporates progressively challenging topics and becomes increasingly advanced towards completion.

1. Competency Foundations
2. Competency Profiling / Modelling
3. Recruitment and Selection
4. Performance Management
5. Assessment and Learning
6. Career Development
7. Change Management

Walk away with:

- A clear understanding of competency-based management
- An ability to apply competencies to the talent life cycle
- An internationally recognized program certificate
- Practical exercises
- Recognized as a certified CBM practitioner



HRSG is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®.

This program is valid for 6 PDCs for the SHRM-CP® or SHRM-SCP®. For more information about certification or recertification, please visit www.shrmcertification.org.



This Program has been approved for 6.00 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

How Will You Benefit from Competency-Based Management?

Competencies enable an organization to integrate strategic HR and business plans into one seamless overarching strategy to develop people, optimize resource allocation, enhance services, and create efficiencies.



Goal



How a Competency Framework Contributes



Productivity Gains

- Organizations improve efficiency not only as employees learn ‘what’ they are expected to do, but even more as they understand ‘how’ they are expected to perform tasks
- Desired organizational behaviors are documented, making it possible to communicate these standards
- Required skills, traits, and attributes for all positions are defined and measured to correct for skill deficiencies



Grow, Retain, and Attract the Right Talent

- Define and hire the talent needed to accomplish the organizational mission
- Define organizational culture to maximize the ability to hire for fit and attitude
- Objectively identify the individuals the organization must hire and retain to maintain an optimal talent pool
- Create living HR plans that move with business needs
- Define a skills road map and empower individuals to manage their own development



Improve Performance

- Identify gaps between requirements and capabilities
- Define expectations for employees, in a way that is measurable, objective, and defensible
- Set behavioral targets to encourage employees to go above and beyond expectations

Program Outline

This course consists of three, 2-hour sessions with topics that will discuss the fundamentals and essentials of CBM materials including:



Competency Foundations

Learn the benefits of competencies and why they are important to organizational success.



Selection/Hiring

Understand the competency-based selection tools for conducting interviews, assessments, and reference checks.



Performance

Learn how to integrate competencies into performance management and define expectations for employees in a way that is measurable, objective, and defensible.



Assessments

Know how to assess the value of learning in your organization by leveraging results-based competency assessment methods.



Career Development

Use competencies to build Individual Development Plans.



Learning and Development

Use competencies to conduct results based assessments for the purpose of identifying learning needs and gap analysis.



Change Management

Create living HR plans that move with business needs.



Designing an Integrated Management System

Be able to make an informed decision about how to implement or enhance an integrated competency-based management (CBM) approach to your organization.

What Our CBM Certified Professionals Are Saying



CBM Essentials is key to moving the workforce forward, in a positive way, through the immediate post-lockdowns period, and into a time of rapid, responsible growth.

Leslie Hogan
Project Manager

**Canadian Council for Aviation and
Aerospace (CCAA)**



This course was eye-opening, and I am eager to implement a competency-based program at my organization.

Melody Sian
**People Operations and
Compensation Manager**

Prove

Very valuable, perfectly structured, and well-designed course, providing a comprehensive understanding about competency-based management.



Yulia Shnikova
HR Assistant
GEFC

An excellent program for anyone who wants to understand the role of competencies in employee development and engagement.



Hyacinth Guy
Principal Director
**Hyacinth Guy Human
Resource Company**

This program is great especially for those who have the foundational understanding of competency importance and HR knowledge, and need direction on implementation.



Samah Ali
HR Manager
The Palace Boutique Hotel

Program Instructors



Lorraine McKay

Lorraine McKay has over 35 years of experience as a human resources practitioner in a wide variety of practice areas. She is particularly well known for her expertise in strategic planning and developing / executing competency-based human resource management programs and tools to support talent management. She has consulted on and managed large-scale human resource projects including job analysis, strategic HR planning, selection systems, performance management, and career development programs.



Jemellee Seletaria

Jemellee is an experienced Human Resources professional with 14 years of HR expertise. She has worked with clients in various industries — including finance, banking, health, government, IT, telecommunications and others — to provide strategic Human Resources advice, build HR programs and to address challenges such as organizational change and effectiveness. Currently, Jemellee works with clients to design and implement competencies into processes such as recruitment, performance management, succession planning, leadership development and career development.

About HRSG

HRSG is an award-winning Competency-Based HR solutions and technology company based in Ottawa, Ontario – Canada. For 30 years, HRSG has worked with a range of industries to define talent needs, address skill deficiencies, and improve individual and organizational performance. Clients include global corporations and small or midsize organizations operating in sectors such as logistics, finance, accounting, technology, HSE, HR, manufacturing, sales and marketing, and many more. Together, our team of senior consultants, industrial-organizational psychologists, and subject-matter experts develop and deploy competency content, technology, and strategy to address some of the most complex challenges in today's people and talent management environment.

Sign up for our CBM Essentials course today!

Sign Up

Learn More or Contact HRSG



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Email training@hrsg.ca



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