



## Competency Identification and Application

In today's fast-paced and demanding business environment, it's essential that people possess the key competencies (knowledge, skills and attributes) to be truly successful in their jobs. Identifying, assessing and developing these key competencies has become a cornerstone of success for leading organizations.

Blending short presentations with demonstrations, real-life examples and case studies, this two-day workshop enables you to acquire a solid understanding of competency identification, validation and application. You will be provided with specific methods and tools to assist in the implementation of competency-based approaches within your own organization.

This two day workshop covers key topics such as:

- Overview to competency modeling
- Clarifying purpose, objectives and application
- Building understanding, involvement and commitment
- Selecting key competencies and definitions
- Identifying and validating behaviours
- Incorporating competencies into performance management systems
- Using 360 feedback to support leadership development
- Competency-based approaches to recruitment and selection
- Focusing employee learning and development through competency applications

**March 16 & 17, 2005 in Victoria**

For more information visit  
<http://www.cygnus-inc.com/CMW0405.pdf>  
or phone 250.479.4235