



## LEARNING MADE SIMPLE, TRAINING MADE EASY

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Date: 17<sup>th</sup> November 2015 Venue: Qatar Finance and Business Academy

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### *Connecting Competency and Talent Development*

A. Subra

## **Many Studies and Research Offer Too Many Broad Recommendations**

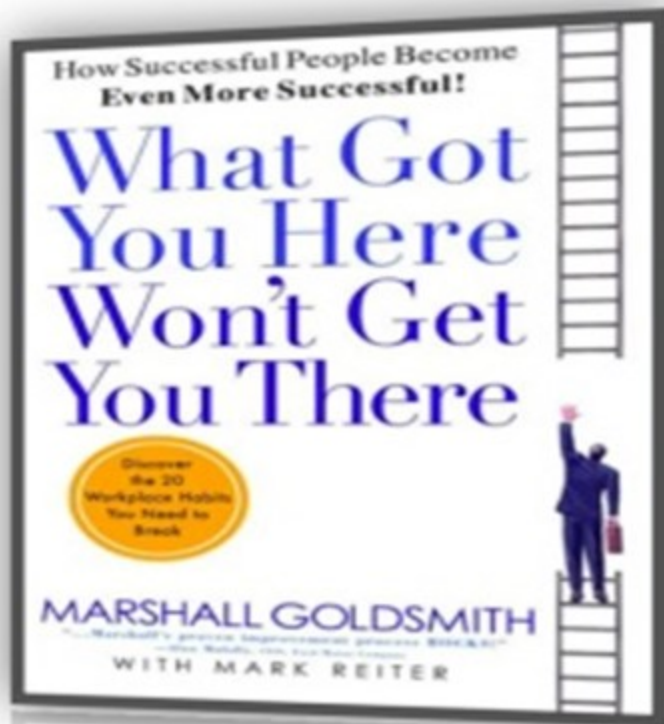
**Let's Be Real and Specific**

## ***Connecting Competency and Talent Development***

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- **Reliable and valid information on leadership competencies of candidates for key positions**
- **Better, more obvious links with training and development solutions**

# What Got You Here Won't Get You There



Marshall Goldsmith

”THE FIRST STEP  
TOWARDS GETTING  
SOMEWHERE IS TO  
DECIDE THAT YOU ARE  
NOT GOING TO STAY  
WHERE YOU ARE.”

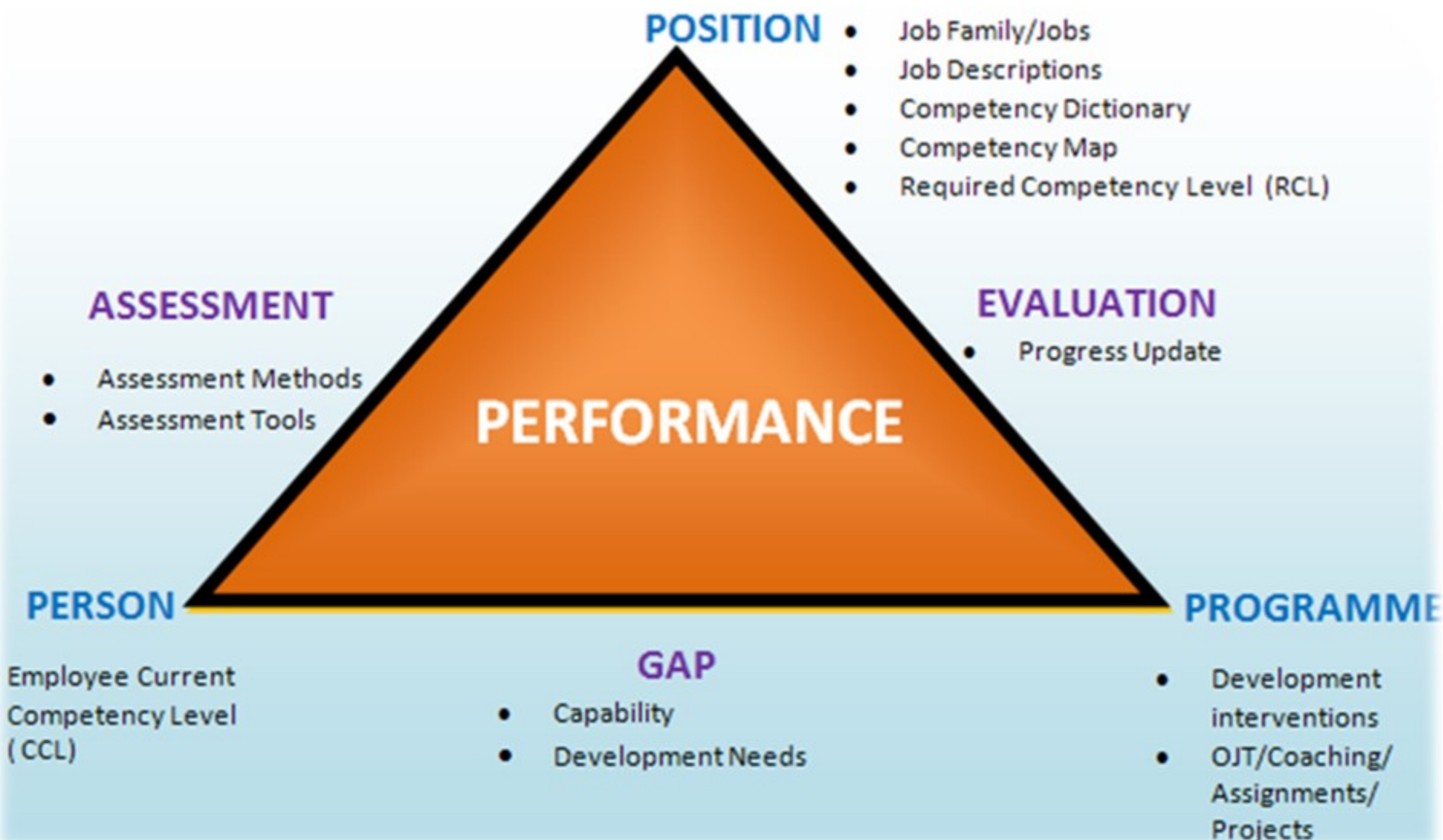
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**Understanding**  
**PURPOSE**

# NEW WORKFORCE COMPETENCY

**Competent**  
**Agile**  
**Flexible**

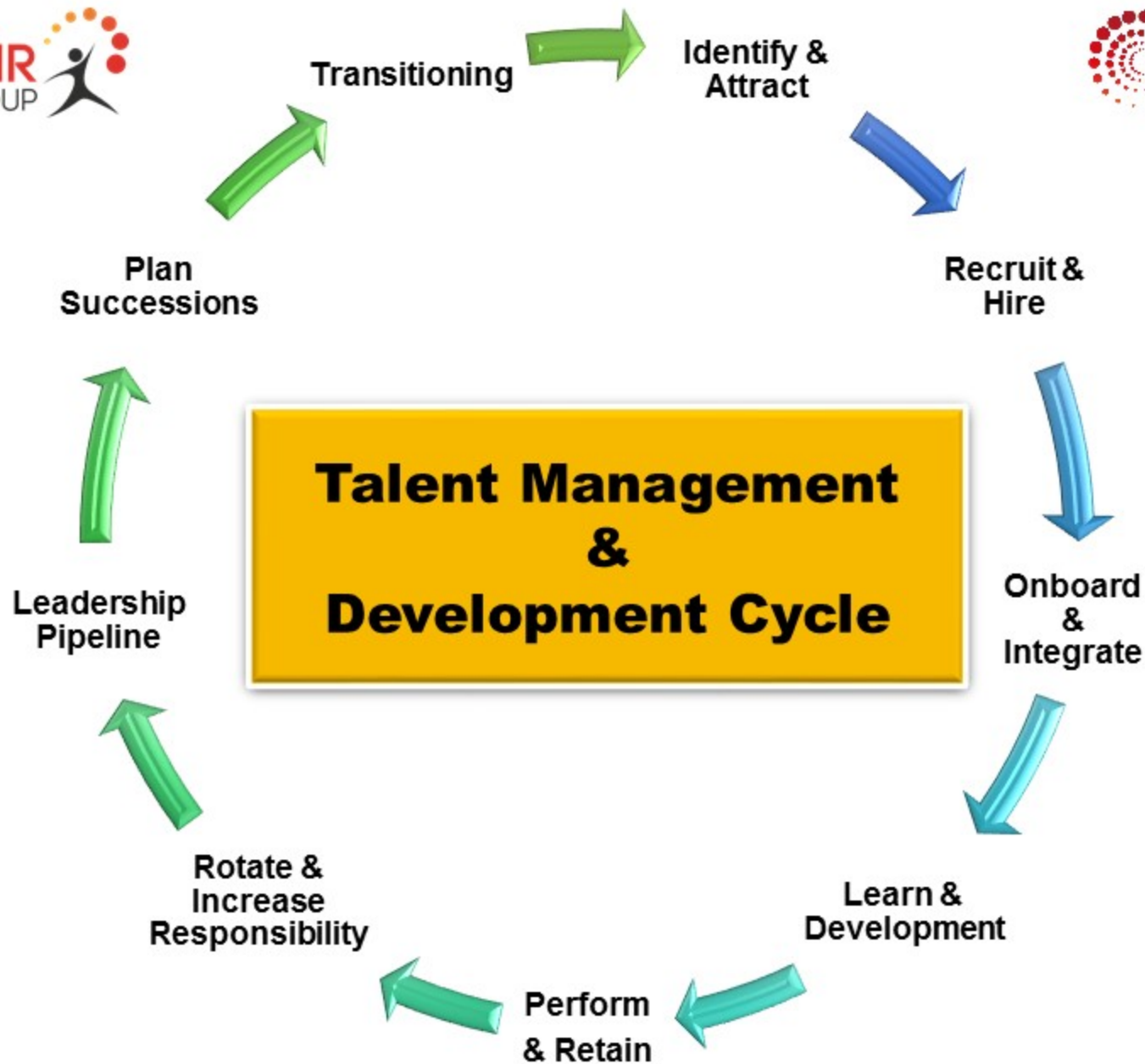
# PAGE Framework



# Mismatch : Job - Person



# **CONNECTING Competency to Talent Development**



# **Better & more obvious links with training and development solutions**

**IDP/ PDP  
(OJT Coaching & Mentoring  
Classroom Training)**

# Lessons from the Field



# THANK YOU

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