MASTERCLASS WORKSHOPS
19 October 2022, Wednesday

MASTERCLASS 1

Competency Model Myth-Busting

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Successful companies seek to determine the actual or potential of each employee's capability to add value to the organization. The key to accurate capability evaluation and, therefore, appropriate intervention for development, lies in the determination and assessment of identified competencies. Every organization has its unique set of competency models that are crucial to the success of each employee, and the success of the entire organization.

Competency models, when done well, can increase clarity around performance expectations and establish a clear link between individual and organisational performance. When developing and implementing a competency model, care needs to be taken to balance detail with flexibility, and to avoid an overly prescriptive and non-inclusive approach. In this Masterclass workshop, we will explore some myths and the reality of competency models.

Workshop Highlights:

By the end of the workshop, participants will be able to understand the reality behind the following myths:

Myth 1: Competency models focus on the past and can't keep up with rapidly-changing environments

Myth 2: You can use an external competency library to build your organization's competency model

Myth 3: Competencies can only be validated through benchmarking with other firms that are considered best in class

Myth 4: Competency models are cumbersome, complex and not user-friendly

Myth 5: Competency models fail to deliver on anticipated improvement in performance

MASTERCLASS 2

Learning Strategies to Engage, Accelerate and Increase Retention

Karen Ong
Master Trainer
Malaysia

"Humans now have attention spans shorter than a goldfish."

As the use of technology increases, research has shown that human attention span decreases. A study in the year 2000 saw the attention span decreased from 12 seconds to 5 seconds.

This workshop is designed for learning facilitators/trainers/educators to acquire the skills needed to engage learners, accelerate learning, increase learner retention, and deliver highly impactful training sessions. You will learn strategies and techniques on how to make training FUN, enthusiastic, learner-centered, experiential, and with ensured transfer of learning

Workshop Highlights:

- High Impact Facilitation Tools to Engage the Learner

- Tried and tested techniques to accelerate the learning process that uses modern and multiple approaches to address the different preferred learning styles to enable and accelerate comprehension and assimilation of content

- Experiential learning strategies to enhance content retention for application to see return on investment and expectations of the learning efforts

- Formulas to maintain and sustain high energy in the classroom for effective and results-oriented learning

MASTERCLASS 3

Design Thinking for HR Practitioners

Ramli Atan
L&D Specialist
Malaysia

There's a shift under way in organizations, one that puts design much closer to the centre of the enterprise. But the shift isn't about aesthetics. It's about applying the principles of design to the products and services they offer; and it is a human-centred approach to design.

This new design approach is in large part a response to the increasing complexity and chaos of the world that we live in. In these trying times, innovating to survive and thrive amidst unprecedented volatility and numbing challenges of the unknown is no more an option. HR is certainly not excluded from this new reality.

This 1-day Masterclass is designed to provide HR practitioners with the PRACTICAL knowledge, capabilities, and competence to understand, internalise and apply design thinking and agile mindset to revitalise innovation capacity in the HR realm.

Workshop Highlights:

Participants can expect the following takeaways from this Masterclass:

- Understand the agile mindset and behaviours required for design thinking

- Understand the human-centred design thinking processes

- Apply specific design thinking tools to develop innovative idea concepts

- Develop prototypes of innovative ideas for testing

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