

An opportunity to
become Internationally
Accredited Professional

Programme
On

Competency Management Professional Certification

(Leads to International Certification
accredited by International Council of Stress
Management Professionals, Australia)

*Participate and Get Certified from your Place
(without hassles of travel & stay)*



Rationale

Every role in an organisation demands a set of competencies that an individual needs to consistently exhibit to be effective and successful in that role. These competencies may be technical or behavioural in nature. Research says that technical competencies may guarantee threshold level performance but to ensure sustainable excellent performance, behavioural competencies are very vital. These competencies are harder to identify and develop, as they tend to be deep-seated qualities, which significantly affect how individuals approach their work. Any employee can become a star performer, if these attitudes, traits and approaches are well mapped against the roles, properly trained and effectively managed across the organisation. STRESS MANAGEMENT LAB a professional arm of **ISMA**, through its research and services across different industry sectors over the years has designed focussed inputs that will help to become Competency Management Professional (CMPPro) and achieve their goals in a systematic way.

CMPPro Syllabus:

CMPPro Syllabus and the programme design have been scrutinized by senior industry experts and Business School professors globally. CMPPro Certification programme modules were designed and Pilot workshop modules were conducted since 2016 and got the positive feedback from the participants.

Who should attend?

Human Resource Professionals, Faculty members, Corporate Trainers, Managers, and officers in the functions of human resources and training and development. The course is also very useful for line managers whose organization is about to start or currently using competencies as a framework for recruiting, selecting and training purposes. Executives from Governments, Private sector and Public Sector Undertakings (product, process and service sectors) areas will find the programme useful.

Eligibility:

A degree or post-graduate degree and one or two year's work experience is desirable.

Overall benefits of the Certification

- Greater expertise in designing a competency framework and apply in the recruitment and selection processes.
- Equip with requisite coaching skills on BEHAVIOURAL COMPETENCIES (24) development along with audit skills to assess training needs, identify talent pools and produce succession plans.
- Access to a patented online APPLICATION to support your professional services (viz. online assessment of training needs, Do It Yourself Modules and impact tracking etc.).

CMPro Certification Programme Details

CMPro programme has been designed in such a way that the working professional can actively participate without interrupting their regular work. Quality of the programme is assured with the following steps and rigor in execution. To maintain the sanctity of the certification and also provide enough convenience to the participants the council has decided to divide the International certification into 3 steps. Thus the 100-hour certification will now be split into 15+55+30 hours respectively.

Step ONE: CMPro Certification Workshop: 15 hours (Online and Live)

Module 1. Competency Alignment and Assessment(6 hours)

Content: Concept of Performance, Components of competencies, The use of behavioral indicators, Competency job profiles versus job descriptions, Competency based TNAs

Module 2. Competency Development(6 hours)

Content: Major behavioural Competencies (6No.), Critical Drivers, Popular Drivers (Action Items), Process of development, focused coaching, workplace constraints

Module 3. Monitoring, Counselling and Evaluating Impact (3 hours)

Content: Online Application (Hands on experience)

Step TWO: Online Self-Paced Learning (Effort: 55 hours & Time frame: 3 Weeks to 3 Months)

After completion of CMPro Certification Workshop, based on the convenience participants can register for Self-paced In-depth learning Program. This will be a 50 hour online learning program. Participants will have register and access the Patented tool of Stress Management Lab (Online Application). Participants will gain In-depth knowledge of 10 domains of Competency Management aspects. They can conduct online competency base training need assessments (TNAs) for their clients. candidate can take online examination conducted by International Council of Stress Management Professionals (ICSMP)and result will be declared instantly.

Syllabus outline

1. Human Resources Management (HRM): Definitions and objectives of HRM, The main functions in Human Resource(HR)- Selection, Training and Performance Management
2. Introduction to PMS: Components of PMS, KRA, Performance Appraisals, Rewards and Development
3. Competencies: Concepts and definitions, Components of competencies, The iceberg model
4. Competency frameworks: Types of competencies, levels of competence, role of behavioral indicators
5. Competency mapping: Competency job profiles versus job descriptions, Competency job profiles and personal profiles, gap analysis
6. Competency analysis: Extracting competencies from strategic plans, Introduction to HR strategies, Critical success factors
7. Competency based selection: Defining job requirements, designing and conducting competency based interviews
8. Competencies based training and development: Training Needs Analysis (TNA), Competency based TNAs, Competencies in succession planning
9. Competency based appraisal systems: Advantages and disadvantages
10. Competencies Development: Behavioural Descriptors, Drivers (Critical Techniques) and Enablers

Step THREE: CMPro Certification by ICSMP Australia (Effort: 30 hours & Time frame: 2 Weeks to 2 Months)

This will be hands on experience program where participants have to submit case studies and evidences of real time application of learning. A minimum of 30 hours of delivery for any organisation in the areas of Assessment, Coaching, Monitoring and Evaluating the impact. The process template should be submitted to ICSMP. ISMA India will provide guidance to take-up this step as and when they are ready.

About the Faculty Team

Dr. B. Udaya Kumar Reddy has more than two decades of post-doctoral experience in the areas of Performance Management, Stress Management training, research, consultancy and counseling. He is working with Stress Management Lab, Hyderabad in the capacity of Director (Training & Consultancy). Dr. Reddy is the founder of International Stress Management Association (ISMA), India (1999). Dr. Reddy had his Masters Degrees in philosophy, psychology and management. He also took his Ph.D. (1995).



Dr. Marcus Fila is a Professor, speaker, and management consultant. Presently, he is working as Associate Professor of Management at Hope College, Western Michigan University. He got his PhD in the Field Of Work Stress, Organizational Leadership and Analysis. He teach courses in Human Resource Management and his active Research in the field of occupational stress and well-being; articles published in Human Resource Management Review, Journal of Business and Psychology, Stress and Health, among others.



Rajender Singh M. Operations Director-SML, Prior experience includes Vice president Global Operations and Talent Management for Kantar group of Companies. A professional with over 25 years of experience in Research domain and has played vital roles in Nurturing Talent and Organizational Performance. Expertise in strengthening Corporate and Academic relevance and Managing Stress at Organizational level.



Ian Shakespeare is CEO of SMG Health, Australia who has been committed to the competency based development, implementation and management of quality health services to industry. Earlier he worked as CEO, Judgment Index, Australia and also CEO & Senior Vice President APAC, Optum. Over the past few years he is focusing on those critical organizational and personal issues that impact health, wellbeing and productivity. He got his MBA from NTU and another MBA(IOP)from RMIT Univ., Australia.



Some of the Organizational Clientele ...

Hetero Drugs, NTPC, NCL VEKA, SNTD W Univ., Christ Univ., etc.

Payment Option:

Online

<https://www.meraevents.com/event/cmpro>

Wire transfer

A/C Name: International Stress Management Assoc.
Bank : IDBI BANK, A/C No.: 1048104000140270
Br.: Rajendra Nagar, Hyd., IFSC: IBKL0001048

Offline Payment:

Demand Draft drawn in favour of "International Stress Management Association" payable at Hyderabad

CMPPro Certification Fee (All Three Steps)

For International Participants: USD 497

For Indian Participants : Rs.25,000/-

(Limited registration: max. Nine participants)

CMPPro Certification Fee: (Indian participants)

Step ONE-Online & Live Workshop (25 Hrs.): - 12,500/-

Step TWO- Online Self-paced learning (50 Hrs.): 10,000/-

Step THREE- Skill Demo & Certification (25 Hrs.): 7,500/-

(Step-wise completion certificate will be given)

Workshop Registration Enquires

International Stress Management Association.

4-6-22/1/B , 103, Trinity Complex

Attapur, Hyderabad – 500048, Telangana, India

Mobile: 9701736007

For more details of CMPPro Workshop, Visit: www.isma.org.in

Feedback
of some of
previous online &
live workshop (Step
ONE) Participants

Workshop
On

Competency Management

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... really wonderful and in fact though we have practical experience dealing with competencies today, I understood the path in fact where it should start from and how to achieve what we want to achieve, what is desired performance and how it can be achieved....

- Ram J, Head – L&D, Hetero Drugs, Hyderabad, India

...is power pack session with lots hands on experience given and lots input given by resource person. learned lot of things and we can apply which in the system....

- Dr. Nilesh Thakre, Assoc. Prof. (Dept. of I/O Psychology, SNDT WU, Mumbai, India)



... I have lot of learning and much to take back with me and put it in use and I am sure this will help me a lot in my future development and in my career...

-Samyukta, Manager (Trg. & Dev.), NCL VEKA Ltd., Hyderabad, India

...well structured and ensured the slow developed the view of competency management in us and also i really liked the subject of behavioral based interview and clearly explained all the other concepts....

-Venkat Reddy Y, Consultant, Hyderabad, India



.. though familiar with the concepts but the classified input made the complex concepts more simple and gave a different perspectives...

-K S Murthy, Addl. General Manager (HR), NTPC Rihand, India