

Consulting Solutions Brochure
Human Resource Management



5. HRD/Training Need Identification	
Business Challenges	<ul style="list-style-type: none"> ▪ When the business environment is dynamic and competitive, an organization's human resources should be armed with right aptitude (competencies) and attitude ▪ Relying solely on one's educational / professional qualification is inadequate in a business environment that demands continuous training on contemporary business challenges (in terms of soft skills and hard skills) ▪ Yet many organizations, either do not adequately focus on this mission-critical function and /or take a conventional approaching of routinely assigning staff to 'off-the-shelf' training programs
Objectives	<ul style="list-style-type: none"> ▪ To develop a holistic HRD Plan for the organization – that will match the strategy based competency needs of the organization to the current competency levels of the individuals
MTI Approach	<ul style="list-style-type: none"> ▪ Business Strategy Implications for HRD <ul style="list-style-type: none"> ○ The specific implications for HRM and HRD arising from the future strategic direction of your business is captured and articulated at this stage ○ The reason being HRD needs to support the future growth of the business ▪ Competencies arising from Business Strategies <ul style="list-style-type: none"> ○ This will include a specific, detailed listing of all the new competencies arising from the business strategies identified in (1) above ▪ Job-based Competency Auditing <ul style="list-style-type: none"> ○ At this stage, all current jobs are evaluated to identify the competencies required for today and future ▪ Current Competency Assessment <ul style="list-style-type: none"> ○ Using existing internal information and a sample-based survey, the current competency levels are assessed – which will provide the baseline assessment threshold ▪ Gap Analysis <ul style="list-style-type: none"> ○ The gap between the ideal / required and current competency levels are assessed at this stage ▪ Competency Clustering <ul style="list-style-type: none"> ○ The full list of required competencies is put through a clustering and aggregation process ▪ Training Program Clustering <ul style="list-style-type: none"> ○ The findings of stage 6 is then converted to Training Program Clusters



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