

Specification of Competency Standards for the Retail Banking

Unit of Competency

Other Core Generic Competences > 10.2 People Management and Talent Development

Title	Develop and implement talent development activities
Code	107602L5
Range	Provide suitable development activities to nurture talents for the bank. This applies to talent development for employees of different ranks and job functions
Level	5
Credit	4
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Identify talent needs in the unit Be able to: <ul style="list-style-type: none"> • Develop comprehensive training and development plans for different the unit to ensure sufficient supply of talents with expertise in various functions, product lines / services and operations • Analyse the development of the unit and identify skills and knowledge which that need to be enhanced 2. Identify training and developmental needs in subordinates Be able to: <ul style="list-style-type: none"> • Consult individual to identify training needs based on operational requirements and individual's competency level • Monitor the change in job requirements of positions under supervision and develop suitable training plan for the incumbents 3. Provide training or other learning opportunities to subordinates in order to build a talent pool for succession Be able to: <ul style="list-style-type: none"> • Nominate and encourage subordinates to join suitable in-house training or external programs for skill enhancement and development • Develop and deliver on-the-job training to strengthen performance of subordinates • Develop job enrichment and other learning-by-doing opportunities to help subordinates to plan for their long-term career development • Build and develop talent pool for succession in accordance to business needs
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Provision of different kinds of learning opportunities to subordinates. The learning opportunities should be based on analysis on the needs of the departments / units and the developmental needs of the employees
Remark	