

Specification of Competency Standards
for the Banking Industry
Unit of Competency

Functional Area - 11. Other Generic Competencies
(Key Function – 11.2 People Management and Talent Development)

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| Title | Develop and implement talent development activities |
| Code | 109592L5 |
| Range | Providing 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 (For Reference Only) |
| Competency | <p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Understand talent development concepts by applying the knowledge to develop comprehensive training and development plans for different units to ensure sufficient supply of talents with expertise in various functions, product lines / services and operations; • Demonstrate comprehension of talent management by applying the techniques to analyse the development needs of the unit and identify skills and knowledge which have to be enhanced. <p>2. Applications</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Identify talent needs in the work unit and implement talent development plan accordingly; • 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. <p>3. Professional Behaviour and Attitude</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Show support to subordinates by providing opportunities to help them achieving their career / development goals; • Act as a role model on continuous learning by communicating with subordinates on changing business requirements and improvement needs; • Encourage subordinates to further develop their strengths for their personal growth. |
| 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; • Organization of feasible talent development activities for the work team which is in alignment with both business and subordinates' development needs. |
| Remark | |