

Title	Develop employees with a foresight by providing appropriate training to meet strategic business requirements
Code	106725L5
Range	Design training and development programmes. This applies to employees of different ranks, job families and positions.
Level	5
Credit	4 (for reference only)
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Evaluate policies in training and development <p>Be able to:</p> <ul style="list-style-type: none"> • Evaluate policies on training and development to design training activities which can match with human resources development strategy and to support the growth of the bank 2. Identify learning and development needs of different units <p>Be able to:</p> <ul style="list-style-type: none"> • Conduct training needs analysis in different units to identify specific gaps in skills and knowledge • Collaborate with different units to identify skills and knowledge required to support bank's business strategies and initiatives 3. Provision of training and learning opportunities to different employees <p>Be able to:</p> <ul style="list-style-type: none"> • Ensure that talented employees are nurtured through providing consistent training support and work exposures, together with well defined career path within the bank • Train and advise line management in coaching / counseling, performance review, safety, and other areas of strategic competency enhancement on regular basis • Develop programmes on job rotations for career development in order to retain competent employees • Promote a continuous learning culture by providing monetary and/or non-monetary (e.g. e-learning and learning centers) resources for employees to help obtain higher academic / professional / technical qualifications • Promote knowledge management sharing to build learning culture
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Provision of different kinds of learning activities. The activities should be based on the training and developmental needs of individual employees and corporate objectives.
Remark	