Specification of Competency Standards for Human Resource Management
Unit of Competency

Title	Formulate knowledge management strategy as well as talent management and development strategy
Code	106992L7
Range	Formulating knowledge management strategy as well as talent management and development strategy based on understanding of the business environment, the organisation and the changing demands and requirements for leadership and core competencies. This applies to the formulation of knowledge management strategy, talent management and development strategy as well as development of competency framework for the organisation, with the involvement of major stakeholders, to nurture a talent management culture.
Level	7
Credit	7
Competency	Performance Requirements 1. Knowledge in the Subject Area • Understand the business environment and the industry to anticipate opportunities, challenges and potential changes • Understand the impact of changing business environment on organisational capacity and competencies required • Understand the importance of knowledge management to enhance the ability of the organisation to solve business problems, adapt and evolve to meet ever-changing business requirements 2. Applications and Processes • Determine the organisation's demands and requirements for leadership and relevant skills in the organisation • Determine the core competencies critical to business success with major stakeholders • Translate the requirements for leadership and relevant skills into a competency framework • Formulate knowledge management strategy as well as talent management and development strategy 3. Professional Behaviour and Attitude • Proactively investigate the impact of leadership competencies on succession planning, leadership programme, learning and development programme and performance management system
Assessment Criteria	The integrated outcome requirements of this UoC are: • Formulation of knowledge management strategy as well as talent management and development strategy. • Identification of core competencies critical to business success. • Establishment of competency framework for the organisation.
Remark	