Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Identify development programmes to support potential successors for continuous learning
Code	106999L5
Range	Identifying development programmes internally and / or externally to support potential successors' development needs. This applies to the provision of a continuous learning environment within the organisation and a variety of development approaches and programmes for relevant potential successors in respective operating markets and jurisdictions.
Level	5
Credit	5
Competency	Performance Requirements 1. Knowledge in the Subject Area • Understand the development needs of potential successors for the identified key roles 2. Applications and Processes • Define clear objectives and performance indicators for each development programme and communicate them with relevant potential successors • Identify development programmes internally or involve external vendors to take part fully or partially with due consideration of programme quality and cost-effectiveness • Develop execution plan to support potential successors for continuous learning • Coordinate on-the-job learning interventions (e.g. action learning projects) to enable continuous learning of potential successors • Prioritise development programmes with managers based on individual development plan of potential successors 3. Professional Behaviour and Attitude • Benchmark best practices of talent development in the market
Assessment Criteria	The integrated outcome requirements of this UoC are: • Establishment of clear objectives and performance indicators for each development programme for potential successors. • Provision of development programmes by involving internal and external resources to support potential successors for continuous learning. • Engagement with the potential successors for their continuous learning.
Remark	