

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Identify target individuals for leadership development
Code	107003L5
Range	Identifying high potentials for leadership roles. This applies to the identification of high potentials in respective operating markets and jurisdictions for developing a healthy leadership pipeline in all areas of organisation functions and in alignment with the organisation's culture, vision and business strategy, with the involvement of major stakeholders.
Level	5
Credit	5
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Knowledge in the Subject Area <ul style="list-style-type: none"> • Understand the major stakeholders in the area of leadership development and their concerns in order to identify target individuals for leadership development 2. Applications and Processes <ul style="list-style-type: none"> • Review current practices on identification of target individuals for leadership development • Partner with major stakeholders to identify target individuals for leadership development based on established leadership competency framework • Identify target individuals for leadership development by suitable assessment tools 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Leverage on other talent review sessions in the organisation (e.g. the talent review sessions for establishing human capital inventory) to identify the individuals for leadership development
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Identification of target individuals for leadership development with major stakeholders. • Effective identification of target individuals for leadership development by applying suitable assessment tools and talent review sessions in the organisation.
Remark	