

# Specification of Competency Standards for Human Resource Management

## Unit of Competency

Title	Develop and conduct leadership training and other relevant activities to support target individuals' continuous learning
Code	107005L5
Range	Developing training and other relevant activities to strengthen target individuals' leadership capabilities and continuous learning. This applies to the provision of internal / external / local / global learning opportunities to relevant stakeholders through coordination and / or delivery of all kinds of leadership development interventions adopted by the organisation.
Level	5
Credit	6
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> <li>1. Knowledge in the Subject Area <ul style="list-style-type: none"> <li>• Understand the key skill sets and attributes that an effective trainer or training organiser should possess</li> </ul> </li> <li>2. Applications and Processes <ul style="list-style-type: none"> <li>• Identify on-the-job development opportunities (e.g. overseas assignment) and the mobility status of target individuals to take up such opportunities</li> <li>• Explore different leadership development options available internally or in the market</li> <li>• Manage administrative and logistics arrangements (e.g. liaison with internal trainers or external vendors, selection of venue, venue set-up, equipment) before, during and after training programme delivery</li> <li>• Develop and conduct leadership and management development programmes with the use of effective presentation and facilitation skills</li> <li>• Engage participants through different learning methodologies during training programmes</li> <li>• Conduct training and identify relevant activities or source appropriate learning solutions in the market to support target individuals' continuous learning</li> </ul> </li> <li>3. Professional Behaviour and Attitude <ul style="list-style-type: none"> <li>• Track progress of target individuals' development activities for alignment with development objectives</li> </ul> </li> </ol>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Provision of relevant internal and / or external learning opportunities (e.g. in-house training course, action learning, job rotation, overseas assignment, e-learning, conference) to support target individuals' continuous learning.</li> <li>• Implementation of knowledge dissemination through effective presentation and facilitation skills when organising and / or delivering training and other relevant activities.</li> <li>• Engagement with target individuals to follow up their learning experiences and achievements.</li> </ul>
Remark	