

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Evaluate effectiveness of leadership development interventions, and update individual development plans (IDPs)
Code	107006L6
Range	Investigating and demonstrating the value of leadership development interventions to the organisation. This applies to the periodic review and alignment of local and / or global leadership development interventions with planned development goals.
Level	6
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 importance and objectives of evaluation in leadership development interventions and update of target individuals' IDPs • Understand different methodologies of evaluating effectiveness of leadership development interventions • Understand different levels of evaluation ranging from measuring learners' reactions on the intervention to measuring return on investment after adopting the leadership development interventions 2. Applications and Processes <ul style="list-style-type: none"> • Adopt appropriate methodologies to evaluate effectiveness of leadership development interventions • Determine evaluation objectives, criteria and methods to evaluate the learning effectiveness of target individuals • Engage target individuals on the outcome of evaluation and collaborate with them to adjust their IDPs 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Evaluate progress of the development plans regularly • Introduce changes to the objectives and design of leadership development interventions based on evaluation results, changing business needs and strategic direction • Define the scope of evaluation to cover necessary factors or levels (e.g. from employee reaction to business impact)
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of unified methods of evaluating individual learning effectiveness and effectiveness of internal and / or external leadership development interventions. • Execution of evaluations of leadership development interventions in accordance with predefined methods. • Implementation of adjustments on IDPs and leadership development interventions based on evaluation results, changing business needs and strategic direction. • Engagement with target individuals in the evaluation of leadership development initiatives.
Remark	