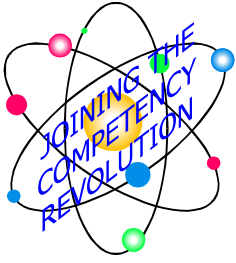


JOINING THE COMPETENCY REVOLUTION



Entegrys Incorporated is pleased to introduce our new and improved comprehensive competency training program, featuring:

- Revised and expanded content
- A flexible five-module format

The first module lays the foundation of the program. This module (or our previous one-day "Competency Profiling" seminar) is a prerequisite to the other modules. The other modules may be taken in any order at any time they are offered.

Program Benefits

Attend [all five modules](#) to help you and your organization:

- Understand the benefits of competency-based management systems
- Make an informed decision about building or buying competency models
- Determine how rigorous your competencies should be
- Successfully integrate competencies into your organization's human resource management systems

Additional Value

- Invaluable insights into the world of competencies
- Brand new competency correlation research
- Access to competency expertise
- A professional manual
- Lunch and refreshments

About the Facilitator



[Louise Ablack](#) is the President and Senior Consulting Principal of Entegrys Incorporated. She is a seasoned performance consultant with more than seventeen years of practical experience in the application of competencies as an HR strategy. She presents on competency-related topics locally and nationally.

Take Advantage of Our Special Offer

- Register early and save 10% off the total cost when you register for three or more modules!
- Enroll in all five modules and receive a complimentary 360° assessment of your performance in six of the most critical competencies for today's marketplace – a \$200 bonus value!



ENTEGRYS

Competency-based strategic solutions

On the web at www.ENTEGRYS.com

Module Objectives

Module 1 - Making Sense of Competencies

- To differentiate competencies from knowledge and skills and understand the components and categories of competencies
- To demonstrate how to link competencies to business strategies, and
- To explore methods of assessing individual competency

Module 2 - Designing a Defensible Competency Model

- To explore the relative merits of five techniques for developing competency models and role profiles
- To provide hands-on experience in designing leveled competencies

Module 3 - Enhancing Performance with Competencies

- To explore the role of the individual, the coach, the mentor and the organization in competency development
- To understand the key considerations in building a competency-based performance and development system

Module 4 - Managing the Retirement Stampede

- To identify the urgency for succession planning in your organization
- To examine the critical success factors of competency-based succession planning programs

Module 5 - Increasing the Return on your Hiring Investment

- To learn how competencies can help you dramatically increase the quality of selection decisions
- To enhance the effectiveness of your behavioural interviewing process