

Diagnostic Study for Identifying T&D Needs



Client:

This Program was conducted for the India office of world's leading electronic major with parent company in Japan. Based out of Mumbai and Delhi, the company is into integrated IT/ Network and Semiconductor Solutions.

Program:

An effortless process of competency development and its institutionalization is possible only when the organization has identified what it takes to be successful in a role/ job and accordingly custom design its learning intervention. The focus of the Program, therefore, was to identify the required capabilities to succeed in the job and then identifying individual and group-wide training and developmental needs.

This program involved the entire senior team of the organization to identify their key success factors and mapped core capabilities needed to succeed. Through focus group and one-on-one interaction, at the end of the Program, a robust developmental plan was recommended.

Objectives:

- Identifying Key Success Factors (KSFs)
- Understanding where do executives stand on those KSFs
- Identifying individual and group developmental needs
- Recommend a training calendar

Methodology:

- Designing diagnostic questionnaire
- Analyzing response
- Focus group with the leadership team
- One-on-one discussion
- Report preparation
- Training and development plan recommendation

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