



HRBizVisory

**Practical Tools & advice
for High Growth**

Capability Development Program(s)





Situation

Varied programs were running on an ad-hoc basis with a short-term purpose being met yet capability / upskilling outcomes not met.

Purpose

- Map out a framework for employee's basis present & future roles.
- Define the gap w.r.t skills and competencies that employees need to develop to have more internal opportunities for growth while fostering a healthy competition.
- Classify trainings under 02 category(s) to have a better health check of the organization
 - Coaching for Performance aimed at present role & development thereof
 - Coaching for Development aimed at increasing promotability / fitment for higher roles & responsibilities.
- Developing & delivering Training content suited to augment individual growth



Actionables

The entire program was split into 03 parts:

- Capture training Needs as per Bi-Annual Management Conversations
- Classification of Training needs
- Training Impact Measurement via:
 - a. Implementation of Kirk Patrick Model (NPS)
 - b. Pre & Post training ratings of participants for competencies addressed (rating scale of 0-10)



Results

- 100% on time execution of Bi-Annual Performance Reviews.
- Trainings calendarized along with budgets.
- Internal Trainers identified to reduce external trainings / create Subject Matter Experts for in-house trainings.
- Training Need Classification
 - 2019-20 - 35% of the organization was coached for development.
 - 2020-21 - 47% of the organization was coached for development.
 - A clear indicator that we are fostering internal growth v/s aiming at improving current performance levels.
- Minimum benchmark of 70% NPS Score set out.
 - 2019-20 - NPS of 65% for trainings executed
 - 2020-21 - NPS of 83% + 100% virtual trainings



Program has been set up successfully at 02 organizations from Real Estate & ITES industry(s) with head counts from 850+ & 10000+ respectively.

Contact Us

info@hrbizvisory.com



hanson