

DESIGN MANAGEMENT DEVELOPMENT PROGRAM

In-Class Training (16 Hours 2 Days)

Menjawab Masalah Apa?

Dalam merespon tantangan bisnis di era saat ini, organisasi kerap berupaya untuk mengembangkan sumber daya manusia. Salah satu fokus pengembangan sumberdaya manusia di dalam organisasi adalah mempersiapkan para pemimpin organisasi di masa depan yang mumpuni melalui serangkaian program pengembangan. Namun seringkali ditemukan, program pengembangan pemimpin yang dilakukan belum selaras dengan arahan strategis organisasi. Padahal program pengembangan pemimpin merupakan salah satu alat bantu organisasi yang penting untuk mencapai sasaran organisasi agar tetap relevan dalam kancah persaingan industri. Selain itu program pengembangan pun sebaiknya dirancang secara berkelanjutan berdasarkan model kompetensi organisasi.

Lantas, bagaimana cara mengembangkan program pengembangan yang selaras dengan arahan strategis organisasi? Dapatkah program pengembangan diintegrasikan dengan model kompetensi organisasi sesuai dengan kualifikasi SDM yang dibutuhkan organisasi kedepannya? Melalui pelatihan ini akan dikupas mengenai langkah-langkah mendesain program pengembangan SDM secara strategis dengan pendekatan praktis melalui latihan dan tanya jawab konsultatif.

Manfaat Apa yang Anda Peroleh?

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Menyelaraskan sasaran organisasi dengan model kompetensi sesuai dengan tuntutan kinerja pada setiap level jabatan.
- Menetapkan sasaran program pengembangan manajemen (Management Development Program) sesuai dengan level jabatan.
- Menetapkan prioritas pengembangan kompetensi berdasarkan sasaran strategis
- Menyusun kurikulum dan silabus program pembelajaran

Apa Saja yang Dibahas?

- *First Things First: Overviewing Organization's Strategic Goals*
- *Integrating Competency Model into Learning Objectives*
- *Designing Curriculum, Syllabus, and Program Evaluation*

Problems to be addressed?

In responding to business challenges in today's era, organizations often seek to develop human resources within their organizations. Not only that, but also continues to prepare qualified future organizational leaders through a series of development programs. However, it is common to find leader development programs that are not aligned with the strategic direction of the organization. In fact, the development program is one of the organizational tools to achieve the goal of remaining relevant in the competitive industry. In addition, development programs should be designed in a sustainable manner based on the organizational competency model.

So how to develop a development program that is in line with the strategic direction of the organization? Could the development program be integrated with an organizational competency model that specifically describes the HR qualifications that the organization will need in the future? Through this training, we will discuss the steps for designing a strategic HR development program with a practical approach through exercises and consultative questions and answers.

What goals will be achieved?


After completing this program, participants are expected to be able to:

- *Aligning organizational goals with competency models in accordance with performance demands at each level of position.*
- *Determine the target of the Management Development Program in accordance with the level of position.*
- *Establish competency development priorities based on strategic objectives*
- *Develop curriculum, syllabus, and evaluation programs*

What you will learn?

- *First Things First: Overviewing Organization's Strategic Goals*
- *Integrating Competency Model into Learning Objectives*
- *Designing Curriculum, Syllabus, and Program Evaluation*

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Siapa yang Perlu Ikut

- Para penyusun program pembelajaran dalam organisasi
- Manajer
- Penyelia (supervisor)

Who should attend

- Learning Designer / Learning Development Specialist
- Supervisor
- Manager

Program Terkait

- Industrial Relations Conflict Resolution
- HR Business Partner

Related Programs

- Industrial Relations Conflict Resolution
- HR Business Partner



IDR 6,800,000

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