



JSAHR
Jersey Shore
Association for
Human Resources

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RESOURCE MANAGEMENT

Got Competencies? Now What?

“My company just spent the last eight months and a good amount of money developing a competency framework and now it’s just a binder collecting dust on my shelf.”

Competency models are a foundational element to any world-class talent management strategy. While many organizations understand the benefits of implementing competency systems, two common pitfalls are the inability to develop them with a valid process and implement them in a concrete and effective manner.

In order to avoid statements like the one above, it is critical to create valid competency models to identify behaviors that lead to success and integrate them into most, if not all, supporting talent management processes (i.e. selection, coaching and development, performance management, etc.). This can ensure optimal system alignment and drive superior business strategies, results, and overall people development.

Learning Objectives:

- Understand competency model fundamentals, including how competency models can help establish clear employee expectations and “raise the bar” of performance for today and the future.
- Learn about an efficient, innovative study process used to develop valid competency models, correlated to high performance, that increase organizational ownership, while significantly reducing disruption and risk.
- Understand how to apply competency models through practical competency-based tools and systems to drive greater employee development, engagement, and performance.

About the Speaker:

Luciano Gregoretti is an International Talent Management and Human Resources Consultant for TalentFirst a consulting firm that specializes in designing and deploying integrated talent management strategies and tactics, across a wide range of companies including Johnson & Johnson, Merck, Panasonic, and the US Army. Luciano’s job is to provide companies actionable talent management solutions, including broad-scale competency models and competency-based tools. Luciano started his career in the human resources department of Pirelli Tire, in Europe working in training and talent acquisition. Prior to joining TalentFirst, Luciano had also consulted for several European companies in the pharmaceutical, retail, luxury, financial services and automotive industries. Luciano holds a BS Degree in Psychology and a MS Degree in Social, Industrial and Organizational Psychology.

Date: Thursday, September 11, 2014
7:45 AM Networking and Breakfast;
9:00AM – 10:00 AM Program,
Jumping Brook Country Club
210 Jumping Brook Rd, Neptune NJ
www.jumpingbrookcc.com

RSVP by 4:00 PM on
Friday, September 5, 2014
online at <http://jsahr.shrm.org/events>
or by email at jsahr.shrm@gmail.com
or JSAHR’s voice mail (732) 965-7247

Registration Fee including breakfast
\$30 for JSAHR members,
\$40 for non-members,
\$25 for In-Transition & JSAHR Guests
\$10 for Students with valid ID
\$10 additional fee for walk-ins
No shows will be billed

Special Notice
This program is pending approval for 1.0 recertification credit hour toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or re-certification, please visit the HRCI homepage at www.hrci.org

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