

Certified Performance & Competency Developer



The Certified Performance & Competency Developer (CPCD) certification offered by GSDC (Global Skill Development Council) is a professional certification designed for individuals who already have relevant knowledge and experience in the field of performance and competency development.



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ABOUT CERTIFICATION

This certification recognizes the skills and expertise of professionals in developing and managing performance and competency systems in their organizations.

By earning this certification, professionals can demonstrate their proficiency to employers and clients, making them more competitive in the job market. The relevance and benefits of the CPCD certification are significant as it provides professionals with a recognized industry standard that demonstrates their expertise in the field of performance and competency development.

This certification can enhance their credibility, and help them stand out among their peers. Additionally, earning the CPCD certification can open up new career opportunities, such as in consulting or training roles, where performance and competency development are critical to the success of the organization.

OBJECTIVES

1. Develop and manage effective performance and competency systems by becoming proficient in CPCD.
2. Improve your credibility and demonstrate your knowledge of performance and competency management systems by getting certified in CPCD.
3. Expand your career prospects in consulting and training by achieving CPCD certification.
4. Stay up-to-date with the latest best practices in performance and competency development through ongoing CPCD professional development.
5. Transform your organization's performance, productivity, and workforce competency with the expertise of CPCD-certified professionals.
6. By providing strategic guidance and solutions to improve business outcomes, CPCD-certified professionals add value to their organizations.

Our Accreditation:



The Global Skill Development Council (GSDC) is the leading third-party, Vendor neutral, international credentialing and certification organization. The Global Skill Development Council (GSDC) is proud to be ANSI Accredited Member. The American National Standards Institute (ANSI) is a private, non-profit organization that administers and coordinates the U.S. voluntary standards and conformity assessment system.

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COURSE SYLLABUS

1.Competency and Performance Management:

- Understanding Competency
- The Competency Iceberg Model
- Types of Competencies
- Measuring Competency
- Performance Aspects
- Types of Performance Measurement
- Performance and Competence Management System (PCMS) Model

2.The Balanced Scorecard Approach:

- Performance Planning
- Understanding the Balanced Scorecard
- The Cascading Process
- Measures in the Balanced Scorecard

3.Competency Frameworks and Maps:

- Introduction to Competencies
- Competency Maps/Frameworks
- Types of Competency Frameworks
- Uses of Competency Frameworks
- Creating a Competency Map
- Quantifying Competency Frameworks
- Threshold Trait Analysis
- Using BARS for Competency Maps
- Implementing the Mapping Process

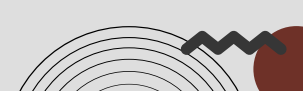
4.Performance Review Systems:

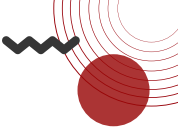
- Models for Performance Reviews
- Perspectives Involved in Performance Reviews
- Performance Rating Methods
- Common Problems with Performance Ratings
- Legal Aspects of Performance Appraisals

5.Assessment Centers:

- Understanding Assessment Centers
- Historical Perspective on Assessment Centers
- Basic Steps Followed in an Assessment Center
- Types of Techniques Used in Assessment Centers

6.Performance Analysis and Improvement:

- From Training to Performance
 - Identifying the Root Cause
 - Identifying Casual Factors
 - Setting Learning Goals and Objectives
 - Selecting the Best Training Method and Understanding Learner Types
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GSDC Technical Advisory Board :



The GSDC is the leading certification association which brings together innovative organizations and founding thought-leaders as Technical Advisors from over 40 countries to design curriculum on Blockchain, Devops, Six Sigma & Agile Certifications.

Our Future Information

Target Audience

- Individuals working or seeking to work in the field of human resources
- HR, Instructional designers
- Professionals at all levels, from entry-level assistants to experienced managers and directors
- Consultants who are responsible for designing and delivering training programs
- People working in related fields such as management
- Working in Business and organizational development
- Regional Training Managers

Pre-requisites

There is no such recommended experience required for getting this certification.

Find out more online at
www.gsdccouncil.org

