

Ref: CMP/10/26

12.02.2026

WORKSHOP ON COMPETENCY MAPPING IN THE PUBLIC SECTOR AT GOA

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Govt., State Govt., Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations.

A workshop on **Competency Mapping in the Public Sector** is being organized by NAHRD from **21.10.2026 to 24.10.2026** at Goa.

In today's dynamic governance environment, Public Sector Undertakings and Government Organisations are increasingly expected to deliver measurable outcomes, policy efficiency and citizen-centric services with enhanced accountability. However, many institutions continue to rely on traditional role descriptions rather than clearly defined behavioural, functional and leadership competencies. The absence of structured competency mapping often results in skill gaps, sub-optimal deployment of manpower, limited succession planning, and misalignment between organisational objectives and individual performance. Recognising this critical need, NAHRD is organising a specialised workshop on **"Competency Mapping for Organisational Excellence in PSUs & Government Organisations."** The programme is designed to provide a structured framework for identifying, defining and integrating core, functional and leadership competencies into HR systems such as recruitment, performance appraisal, training, promotion and succession planning. Participants will gain practical insights into developing competency dictionaries, conducting gap analysis, designing assessment mechanisms and aligning competencies with strategic goals and regulatory expectations. By bridging the gap between traditional HR administration and strategic human capital management, this workshop aims to enable PSUs and Government bodies to build a future-ready workforce, enhance productivity, ensure transparent career progression frameworks, and strengthen institutional capacity in line with evolving governance and accountability standards. After the workshop the participants shall have updated themselves in the following aspects:

- Conceptual Framework of Competency Mapping
- Understanding Competencies: Core, Functional & Behavioural
- Competency vs. Skill vs. Qualification
- Strategic Importance in PSUs & Government Organisations
- Designing a Competency Framework
- Competency-Based Recruitment & Selection
- Integration with Performance Management Systems
- Training Need Identification (TNI) through Competency Gap Analysis
- Assessment & Implementation Tools
- Governance, Transparency & Institutional Strengthening

Workshop Methodology

The workshop will be organized on highly participative lines. The training methods will include lectures, group discussions, exercises, presentations, case studies, role-plays etc.

Faculty

Subject experts having practical knowledge and understanding of the subject will be invited as faculty for the present subject.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, JNPA, Indian Space Research Organization, Border Security Force, GIC of India, Delhi Metro Rail Corporation, Bharat Dynamics Ltd., Canara Bank, UCO Bank, AI Airport Services Limited, Rashtriya Chemicals & Fertilisers Limited, National Fertilizers Limited, MOIL Limited, RailTel Corporation Limited, GAIL (India) Limited, NTPC Limited, NLC India Limited, SIDBI, THDC India Limited, NHPC Limited, Jute Corporation of India, REC Limited, Grid Controller of India Limited, Hindustan Petroleum Corporation Limited and many more.

Participation Fee:

Single Occupancy- Rs. 69,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 60,000/- plus GST @ 18% per participant

Non-Residential - Rs. 50,000/- plus GST @ 18% per participant

The participation fee for residential participants covers the cost of accommodation, meals & study material of the participants. Spouse/ family members are welcome on additional all-inclusive nominal charges in case nomination of the participant is on single occupancy. Twin Sharing is available only in case even number of participants of same gender from same organization. The participation fee for non-residential participants covers the cost of lunch & study material.

Venue: 4-star property at South Goa (details will be provided one week before the workshop)

Check In- 21.10.2026 (3:00 P.M.)

Check Out- 25.10.2026 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 22.10.2026 and will conclude at 5:30 P.M. on 24.10.2026. However, there will be an introductory session on 21.10.2026 after all participants have reported at the venue. In case of non-availability of rooms at training venue as on date of nomination, arrangements for stay shall be made in another property.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with cheque/DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

Name of Beneficiary: National Academy of Human Resource Development

Bank: Kotak Mahindra Bank **A/c No.** 8912179265

IFSC Code. KKBK0004620

PAN: AAJFN7963N

GSTIN: 07AAJFN7963N1ZF

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating.

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards



For NAHRD