

HR COMPETENCY MAPPING (Adani)

Adani Invited BIMTECH to carry out HR Functional Competency Assessments of senior HR Executives, in the Adani Group, who were in the level of Sr. VP/JVP. The following Competencies which were seen by BIMTECH for Assessment for these people are listed below:

- (i) Understanding of Performance Management Process and Drivers.
- (ii) Integrated Talent Management
- (iii) Top Talent Management
- (iv) Talent Acquisition Planning & Strategy
- (v) Learning Needs Assessment
- (vi) Understanding of the financial aspects of Business & Business Environment
- (vii) HR Policies
- (viii) Compensation & Benefits - Structure & Design
- (ix) Negotiations & Influencing
- (x) Service Delivery
- (xi) Change and Culture

Reports of the assessment with details of analysis along with some IDPs and were submitted to Adani.