

# HRPS Learning Network



HRPS Competencies Learning Network  
Branchburg, New Jersey, May 15, 2006, 4:30-7:30 p.m.

## *Corporate Competencies Reality Case Studies*

### **Identifying and Developing TOP Talent: What Differentiates the BEST from the REST?**

What differentiates the most exceptional performers from others? What is the secret to their success? This session discusses how two major companies, Corning and Becton Dickinson have implemented competency processes to describe precisely what outstanding performance looks like across the companies.

Our speakers will be presenting case studies on:

#### **Corning, *Human Capital Planning***

Matthew C. Brush, Director, Human Resources, Human Capital Planning

#### **Becton Dickson, *Leaders as Teachers***

Wendy Witterschein, Senior Business Partner, Leadership Development and Learning

#### **Facilitated By**

Diana Kramer, President, Kramer Consulting Solutions, Inc.

**HOW TO REGISTER:** Sign up NOW! [Download the Registration form here.](#)

**WHERE:** This network meeting will be held at the Ortho Biotech Training Center, 3040 Route 22, Branchburg, New Jersey. Light refreshments will be provided.

**YOUR VENUE HOST:** This Learning Network is being hosted by Ortho Biotech Products, LP.

**YOUR COST TO ATTEND:** HRPS Corporate Sponsors attend at no charge. HRPS Individual Members and all HRPS Affiliate members may attend for \$95 per person/per series. There are 4 network meetings in a series.

#### **More on each of the case studies:**

**Human Capital Planning at Corning:** Human Capital Planning is the process Corning uses to capture business and environmental changes, and to drive a reasoned function response at the business unit and corporate levels. Hear how Corning uses a 4 step, tools - based process to ensure it delivers the right number and type of people at the right time to meet the Human Capital needs of each business, and how it scales its service offerings accordingly.

**Leaders as Teachers at Becton Dickinson:** How do you get tighter alignment with your enterprise strategic objectives? One way is to have your successful business leaders teach its next cadre of leaders. BD (Becton, Dickinson and Company) launched its corporate university nearly six years ago, with one of its main anchors their "leader as teacher" initiative. Now there are nearly 500 leaders worldwide that teach over 90% of BD University's training programs, everything from diversity to finance to Six Sigma to leadership. BD's leaders have learned that they also develop as they teach. And BD's president, chief executive officer and chairman of the board, Ed Ludwig, now considers BD University and its "leader as teachers" to be one of his legacies.

#### **COMPETENCIES NETWORK SERIES COMMITTEE**

Diana Kramer, President, Kramer Consulting Solutions, Inc.,

Chairperson, HRPS Competency Learning Network

Emmy Miller, Liberty Business Strategies, Ltd.

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