

Abstract Title:-

Therapists Competency Building

Keynote Speaker – Mr. Mahmoud A. Mahmoud – Regional Clinical Director | Board Certified Behavior Analyst (BCBA)

Abstract:



This presentation introduces the practical application of **Organizational Behavior Management (OBM)** within **Applied Behavior Analysis (ABA)** settings, focusing on enhancing staff performance, service quality, and organizational consistency. Participants will explore core OBM principles and how behavior analytic strategies can be extended beyond clinical intervention to strengthen team systems and operational outcomes.

The session highlights the role of **evaluation and data-driven decision-making** in identifying performance gaps and guiding the development of effective interventions. Supervision will be discussed as a behavioral process, emphasizing accountability, skill development, and sustainable improvement in therapist performance.

Attendees will learn how to design and implement **competency matrices** that clarify expectations, measure proficiency, and align therapist roles with organizational goals. Strategies for building competency-based training models will also be covered to support consistency and generalization of clinical skills across settings. Finally, the session discusses the importance of **individualizing performance plans** by considering staff strengths, needs, and motivational factors to increase engagement and long-term success.

Keywords:

Organizational Behavior Management (OBM), Competency Building, Clinical Supervision, Performance Evaluation, ABA Systems

Learning Objectives

By the end of this session, participants will be able to:

- Explain the foundations of **Organizational Behavior Management (OBM)** in ABA service settings.

- Identify the role of **evaluation and data collection** in improving therapist performance.
- Describe key elements of **effective supervision** as a behavioral process.
- Develop a **competency matrix** to define clinical expectations and measure skill progress.
- Apply strategies for **competency-based training** and performance improvement systems.
- Recognize the importance of **individualization** when designing staff support and performance plans.

Short Professional Biography:

Mahmoud A. Mahmoud is a Regional Clinical Director and Board Certified Behavior Analyst (BCBA) with over a decade of experience in early intervention and autism services. He specializes in applying Organizational Behavior Management (OBM) to strengthen therapist performance, supervision quality, and clinical consistency. Based in the UAE, Mahmoud leads multidisciplinary teams in developing standardized practices, competency-based training systems, and data-driven frameworks that enhance service delivery and long-term organizational effectiveness.