MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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HR COMPETENCIES FRAMEWORK MANAGEMENT FOR GLOBAL BUSINESS

"Build Strategic HR Capability with Global-Standard Competency Frameworks"

Schedule

Date	Venue	Fees
10 – 11 Jun 2026	Manama, Bahrain	USD 1995 per delegate
02 – 03 Sep 2026	Muscat, Oman	USD 1995 per delegate
01 – 02 Dec 2026	Dubai, UAE	USD 1995 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

In a globally competitive environment, organizations require HR professionals who are not only operationally efficient but also strategically aligned. A well-structured HR competency framework supports this by defining the behaviors, knowledge, and skills needed to drive business performance.

This course equips HR leaders and professionals with the knowledge and tools to design, implement, and manage effective HR competency frameworks. Through practical exercises and best practice models, participants will gain the capability to align HR functions to strategic business goals across diverse cultural and operational contexts.

Objectives

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

- Understand the structure and strategic role of HR competency frameworks
- Design and implement competency models suited to global HR functions
- Align competencies with performance, talent, and learning strategies
- Apply global benchmarks such as SHRM, CIPD, and HRCI in framework development
- Evaluate and update frameworks based on organizational change and future skills

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Why Attend

- Gain practical skills to design, customize, and manage HR competency models
- Improve HR alignment with business strategy in global organizations
- Learn to integrate frameworks into recruitment, L&D, and performance systems
- Benchmark against global standards from leading HR bodies
- Enhance organizational agility and future-readiness through competency-based HR

Target Audience

This program is designed for:

- HR managers, business partners, and organizational development professionals
- Learning & development and talent management specialists
- HR strategists and workforce planning leaders
- Professionals involved in competency modeling or HR transformation

Individual Benefits

Key competencies that will be developed include:

- Strategic thinking and global HR alignment
- Competency mapping, modeling, and framework design
- Integration of competencies into performance and development processes
- Change management and stakeholder engagement in HR initiatives
- Evaluation and refinement of competency frameworks over time

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Greater alignment of HR practices with global and local business strategy
- Enhanced workforce capability through targeted talent development
- Streamlined performance management and leadership development processes
- Increased employee engagement, clarity, and career progression pathways
- A future-ready HR function built on data-driven competency insights

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – Overview of global HR competency models and frameworks
- Case Studies – Examples from multinational corporations and global HR standards
- Workshops – Hands-on creation of competency models and application tools
- Peer Exchange – Group discussion on framework implementation challenges
- Tools – Templates for competency maps, behavioral indicators, and evaluation grids

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Course Outline

DETAILED 2-DAY COURSE OUTLINE

Training Hours: 7:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Foundations of Competency-Based HR

- Module 1: HR Competency Frameworks – Overview (07:30 – 09:30) • Definitions, benefits, and components of HR competencies • Global benchmarks: SHRM, CIPD, HRCI, and regional models • Strategic integration with business and talent strategies
- Module 2: Building a Competency Model (09:45 – 11:15) • Identifying core, functional, and leadership competencies • Job analysis and behavioral indicator development • Differentiating by levels: entry to executive
- Module 3: Competency Mapping and Gap Analysis (11:30 – 01:00) • Mapping roles to competencies • Conducting gap analyses for individuals and teams • Using competency matrices and dashboards
- Module 4: Workshop – Competency Model Design (02:00 – 03:30) • Develop a draft framework for your organization or function

Day 2: Implementing and Managing Frameworks

- Module 1: Application in Talent and Performance Management (07:30 – 09:30) • Competency-based recruitment and selection • Using competencies in appraisals and promotions • Linking frameworks to KPIs and performance metrics
- Module 2: Learning & Development Integration (09:45 – 11:15) • Designing competency-based training programs • Using frameworks to drive leadership and career development • Role of learning technologies and LMS
- Module 3: Sustaining and Evolving the Framework (11:30 – 01:00) • Embedding in culture and daily HR processes • Measuring impact and continuous improvement • Adapting frameworks for future skills and agility
- Module 4: Final Workshop – Implementation Planning (02:00 – 03:30) • Group presentations of implementation roadmaps • Feedback and next steps

Certification

Participants will receive a Certificate of Completion in HR Competencies Framework Management for Global Business, validating their ability to design and implement competency-based HR systems aligned with international standards and organizational strategy.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

In-House / Customized Training Interested in running this course for your team? Please contact us:	TEL: **+601116373203**	EMAIL: **info@mawaevents.net**

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