MAWA EVENTS

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

Phone: +601116373203 | **Email:** info@mawaevents.net

ORGANISATIONAL FRAMEWORK FOR SKILLS, KNOWLEDGE AND COMPETENCIES TRAINING PROGRAMME, CAREER DEVELOPMENT

"Building Strategic Talent Pathways for Sustainable Organizational Growth"

Schedule

Date	Venue	Fees (Face-to-Face)
16 – 20 Nov 2026	London – UK	USD 3495 per delegate

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

Introduction

As organizations navigate constant change, the ability to systematically develop skills, knowledge, and competencies across the workforce is a critical competitive advantage. A robust organizational framework for training and career development ensures employees are equipped to meet current demands while preparing for future challenges.

This course provides HR professionals, learning & development managers, and business leaders with the tools to design, implement, and evaluate structured training programmes and career development pathways. Participants will explore competency frameworks, skill gap analysis, succession planning, and learning architecture aligned with strategic goals.

Objectives

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

- Develop an integrated framework for skills and competency development across roles
- Conduct skills audits and gap analyses to guide training investments
- Design training programmes aligned with organizational and career progression goals
- Implement career development plans that support employee retention and engagement
- Establish metrics for measuring learning effectiveness and organizational impact

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Why Attend

- Build a strategic approach to learning, upskilling, and workforce development
- Link training and development to organizational performance and future talent needs
- Gain frameworks and templates to implement competency-based learning
- Enhance employee engagement through visible career growth pathways
- Ensure training investments deliver measurable ROI and business value

Target Audience

This program is designed for:

- HR and L&D professionals
- Talent and performance managers
- OD consultants and succession planners
- Training and development coordinators
- Line managers involved in staff development

Individual Benefits

Key competencies that will be developed include:

- Competency framework development and alignment
- Skills mapping and training needs assessment
- Designing modular and role-specific learning pathways
- Strategic career planning and employee engagement
- Evaluation of training outcomes using KPIs and ROI tools

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- More effective and aligned training programmes across departments
- Stronger succession planning and leadership development
- Increased employee retention through clear growth paths
- Improved workforce agility and readiness for future roles
- Data-driven decisions on training investments and skill-building priorities

Instructional Methodology

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

- Strategy Briefings – Learning architecture, career models, and training strategy
- Case Studies – Competency frameworks and career development initiatives from leading organizations
- Workshops – Competency mapping, skills audits, and career plan design
- Peer Exchange – Sharing of L&D practices, challenges, and solutions
- Tools – Skill gap templates, learning matrices, career map samples, and ROI calculators

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Course Outline

Detailed 5-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 Training

- Module 1: Strategic Role of L&D in Organizational Success (07:30 – 09:30) • Workforce transformation and the importance of skills development • The evolving L&D landscape and business alignment
- Module 2: Competency Frameworks and Job Profiles (09:45 – 11:15) • Types of competencies (core, functional, leadership) • Developing competency dictionaries and mapping to job roles
- Module 3: Workshop – Build a Competency Matrix (11:30 – 01:00) • Define role-based competencies using a sample framework
- Module 4: Peer Exchange – Common Framework Challenges (02:00 – 03:30) • Group discussion on rollout, buy-in, and customization

Day 2: Skills Assessment and Training Design

- Module 5: Conducting Skills Audits (07:30 – 09:30) • Methodologies: self-assessment, supervisor assessment, testing • Analyzing gaps between current and required skills
- Module 6: Designing Learning Programmes (09:45 – 11:15) • Learning paths, microlearning, and blended delivery models • Modular design for different roles and levels
- Module 7: Workshop – Training Needs Assessment (11:30 – 01:00) • Develop a training plan based on a gap analysis
- Module 8: Case Study – Building a Learning Curriculum (02:00 – 03:30) • From framework to course development: best practices

Day 3: Career Development and Succession Planning

- Module 9: Career Paths and Growth Models (07:30 – 09:30) • Vertical, lateral, and lattice career planning • Linking roles, competencies, and career options
- Module 10: Succession and Talent Pipeline Planning (09:45 – 11:15) • Identifying critical roles and successors • Readiness metrics and development planning
- Module 11: Workshop – Designing a Career Development Plan (11:30 – 01:00) • Build a personal development plan aligned with competencies
- Module 12: Peer Exchange – Internal Mobility and Retention (02:00 – 03:30) • Strategies to motivate and retain high-potential talent

Day 4: Learning Governance and Measurement

- Module 13: Training Governance and Policy Design (07:30 – 09:30) • Learning charters, budgets, and evaluation protocols • Governance structures and reporting
- Module 14: Measuring Training Impact (09:45 – 11:15) • Kirkpatrick’s model, ROI calculations, and learning analytics • Setting KPIs and feedback loops
- Module 15: Workshop – L&D Scorecard and Evaluation Plan (11:30 – 01:00) • Create a dashboard to measure training effectiveness
- Module 16: Case Study – Learning ROI in Action (02:00 – 03:30) • Analyze a real training initiative and its impact

Day 5: Integration and Implementation Planning

- Module 17: Change Management for L&D Initiatives (07:30 – 09:30) • Stakeholder engagement and communication strategies • Phased rollout and reinforcement
- Module 18: Digital Learning and Future Trends (09:45 – 11:15) • LMS, AI in learning, skills passports, and personalized learning paths
- Module 19: Final Project – Strategic Training Framework Presentation (11:30 – 01:00) • Present a proposed training and development framework
- Module 20: Review, Feedback and Certification (02:00 – 03:30) • Course wrap-up and certification distribution

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Certification

Participants will receive a Certificate of Completion in Organizational Framework for Skills, Knowledge and Competencies Training Programme and Career Development, recognizing their ability to build and implement strategic learning and development systems for workforce advancement.

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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