

HR COMPETENCIES FRAMEWORK MANAGEMENT

“Design, Implement, and Manage HR Competency Frameworks for Strategic Impact”

Schedule

| Date | Venue | Fees |
|------------------|------------|-----------------------|
| 20 – 21 Aug 2026 | Dubai, UAE | USD 1995 per delegate |

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

Introduction

This 2-day program equips HR professionals with the knowledge and tools to design and implement effective HR competency frameworks that align with organizational strategy. Participants will learn how to map roles, identify required competencies, and embed frameworks into recruitment, development, and performance systems.

The course combines theory, best practices, and practical exercises to ensure participants can apply what they learn to their own organizations.

Objectives

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

- Understand the purpose and components of HR competency frameworks
- Design competency models that align with organizational needs
- Apply frameworks to recruitment, development, and performance management
- Engage stakeholders to ensure adoption and integration
- Measure the effectiveness and impact of competency frameworks

Why Attend

- Gain a structured approach to building competency models
- Enhance the alignment between people, roles, and strategy
- Improve talent management processes using clear standards
- Learn to engage leaders and managers in framework implementation
- Strengthen your HR team's strategic contribution

Target Audience

This program is ideal for:

- HR managers and directors
- Organizational development professionals
- Talent management and learning specialists
- HR business partners and generalists
- Anyone responsible for competency framework design or implementation

Individual Benefits

Participants will:

- Build expertise in designing and managing competency frameworks
- Gain confidence in engaging stakeholders and driving adoption
- Improve their ability to align HR practices with business needs
- Develop tools to assess and update competencies over time
- Enhance career opportunities in strategic HR roles

Organizational Benefits

Organizations will gain:

- A clear, structured approach to talent and performance management
- Stronger alignment between individual capabilities and organizational goals
- Improved recruitment, development, and succession planning processes
- Greater employee engagement through clarity of expectations
- Enhanced organizational agility and competitiveness

Instructional Methodology

The course will include:

- Expert-led presentations and lectures
- Case studies and group exercises
- Interactive discussions and peer learning
- Practical tools and templates for immediate use
- Personalized feedback and action planning

Course Outline

Detailed 2-Day Course Outline

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

Day 1: Designing Competency Frameworks

- Module 1: Foundations of Competency Frameworks (07:30 – 09:30)
 - Understanding competencies and their organizational role
 - Linking frameworks to business strategy
 - Types and structures of competency models
- Module 2: Designing the Framework (09:45 – 11:15)
 - Identifying key roles and competency requirements
 - Mapping technical, behavioral, and leadership competencies
 - Using best practices and benchmarks
- Module 3: Stakeholder Engagement and Buy-In (01:00 – 03:30)
 - Communicating the value of competency frameworks
 - Involving leaders and managers in design and rollout
 - Building internal champions for success

Day 2: Implementing and Managing Frameworks

- Module 4: Embedding Frameworks into HR Processes (07:30 – 09:30)
 - Integrating into recruitment, learning, and performance systems
 - Updating job descriptions and development plans
 - Aligning with succession planning
- Module 5: Measuring Impact and Effectiveness (09:45 – 11:15)
 - Setting KPIs and success measures
 - Evaluating framework effectiveness
 - Continuous improvement and updates
- Module 6: Action Planning and Application (01:00 – 03:30)
 - Building an action plan for your organization
 - Identifying quick wins and long-term strategies
 - Sharing insights and getting feedback

Certification

Participants will receive a Certificate of Completion in HR Competencies Framework Management, recognizing their expertise in building and applying competency frameworks that drive organizational performance.

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

© Material published by MAWA Events shown here is copyrighted. All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.