MAWA EVENTS

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

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

DESIGNING AND IMPLEMENTING COMPETENCY FRAMEWORKS AND ASSESSMENT TOOLS

"Build Clear, Measurable Competencies for Workforce Excellence"

Schedule

Date	Venue	Fees (Face-to-Face)
18 – 20 Aug 2026	Muscat, Oman	USD 2495 per delegate

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

Introduction

Competency frameworks are essential tools that define the skills, behaviors, and attributes required for success across roles. This course equips HR professionals and managers to design, implement, and apply competency frameworks that align with organizational strategy and improve talent management practices.

Participants will gain practical skills in competency modeling, job profiling, and developing robust assessment tools that ensure fair and objective evaluation of employees.

Objectives

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

- Understand the principles and structure of competency frameworks.
- Develop and implement frameworks tailored to organizational needs.
- Design job profiles and performance indicators linked to competencies.
- Create reliable assessment tools to measure employee competencies.
- Use competency frameworks for recruitment, development, and succession planning.

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Why Attend

- Gain hands-on experience in competency-based HR practices.
- Improve the objectivity and transparency of performance management.
- Enhance the alignment between individual capabilities and business goals.
- Strengthen talent identification, development, and retention strategies.
- Learn best practices from global competency frameworks.

Target Audience

This program is designed for:

- HR managers and practitioners.
- Talent management and organizational development professionals.
- Line managers involved in performance management.
- Learning and development specialists.
- Recruitment and assessment teams.

Individual Benefits

Key competencies that will be developed include:

- Competency framework design and implementation.
- Job analysis and competency mapping.
- Designing behavioral indicators and assessment methods.
- Conducting competency-based interviews and evaluations.
- Linking competencies to career paths and succession plans

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- The ability to establish clear performance expectations.
- Enhanced talent management and workforce planning.
- Stronger, evidence-based assessment and promotion decisions.
- Alignment between HR systems and organizational strategy.
- Improved employee engagement and development outcomes.

Instructional Methodology

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

- Interactive Lectures – Foundations and frameworks.
- Workshops – Designing real-life competency models.
- Group Exercises – Creating assessment tools and job profiles.
- Case Studies – Reviewing global competency practices.
- Action Planning – Drafting implementation roadmaps.

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Course Outline

Detailed 3-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: Fundamentals of Competency Frameworks

- Module 1: Understanding Competencies – Knowledge, Skills, Behaviors
- Module 2: Designing a Competency Framework: Process and Principles
- Module 3: Job Profiling and Competency Mapping
- Module 4: Behavioral Indicators and Performance Metrics

Day 2: Building Effective Assessment Tools

- Module 5: Developing Competency-Based Assessments
- Module 6: Designing Competency-Based Interview Guides
- Module 7: Creating Self-Assessment and 360-Degree Tools
- Module 8: Ensuring Reliability and Validity in Assessments

Day 3: Implementation and Application

- Module 9: Applying Frameworks in Recruitment and Selection
- Module 10: Integrating Competencies into Performance Management
- Module 11: Linking Competencies to Learning & Development
- Module 12: Creating an Action Plan for Organizational Rollout

Certification

Participants will receive a Certificate of Completion: Competency Frameworks and Assessment Specialist, recognizing their expertise in building and applying effective competency systems

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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