MAWA EVENTS

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

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

LINKING COMPETENCY MANAGEMENT TO BUSINESS GOALS

"Transforming Workforce Potential into Measurable Business Results through Competency Alignment."

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

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

Introduction

This course equips HR leaders, department heads, and organizational strategists with practical tools to design, align, and implement competency management systems that directly support and drive business goals. Participants will learn how to translate corporate strategies into workforce capability needs, integrate competency mapping into performance systems, and create a competency-driven culture.

Objectives

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

- Identify and define business-aligned competencies for strategic roles
- Align job roles and performance metrics with organizational goals
- Build and integrate competency models into talent management systems
- Evaluate competency development\'s impact on organizational performance
- Create a roadmap for competency-driven business transformation

MAWA EVENTS

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

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

Why Attend

Competency frameworks often exist in isolation from business strategy. This course shows you how to link what people do to where the business is going—helping ensure talent development initiatives directly support growth, agility, and transformation.

Target Audience

- HR Directors and Managers
- Learning & Development Professionals
- Strategic Workforce Planners
- Organizational Development Consultants
- Business Unit Heads
- Performance & Talent Managers

Individual Benefits

- Clarity on the link between competencies and business KPIs
- Greater influence in strategy, workforce planning, and leadership forums
- Ability to design evidence-based competency models
- Enhanced career advancement opportunities through strategic HR leadership

Organizational Benefits

- Improved alignment of people strategy with business goals
- Data-driven workforce planning and decision-making
- Enhanced performance through competency-based recruitment, training & assessment
- Future-ready talent pipeline aligned with corporate objectives
-

Instructional Methodology

- Strategic framework design labs
- Real-world case studies and benchmarking
- Job-role analysis simulations
- Competency mapping templates
- Interactive group work, tools & presentations

MAWA EVENTS

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

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

Course Outline

DETAILED 5-DAY COURSE OUTLINE (CUSTOMIZABLE)

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: Understanding Competency Management

- Module 1: The Strategic Role of Competency Management in Business (07:30 – 09:30)
- Module 2: Defining Competency Types: Core, Functional, Technical, Leadership (09:45 – 11:15)
- Module 3: Linking Competencies to Strategic Workforce Capabilities (11:30 – 01:00)
- Module 4: Competency Maturity Models & Global Best Practices (02:00 – 03:30)

Day 2: Mapping Competencies to Organizational Goals

- Module 1: Strategic Job Role Analysis – Building the Foundation (07:30 – 09:30)
- Module 2: Aligning Competency Models with Strategic Objectives (09:45 – 11:15)
- Module 3: Competency Framework Design Lab: Job Families and Clusters (11:30 – 01:00)
- Module 4: Case Practice: Translating KPIs into Competency Behaviors (02:00 – 03:30)

Day 3: Competency Assessment & Talent Planning

- Module 1: Competency Assessment Methods & Tools (07:30 – 09:30)
- Module 2: Using Assessments for Hiring, Promotion, and Development (09:45 – 11:15)
- Module 3: Talent Matrix & High-Potential Identification (11:30 – 01:00)
- Module 4: Group Workshop: Role-Based Competency Gaps & Successor Identification (02:00 – 03:30)

Day 4: Performance & Development Integration

- Module 1: Linking Competencies to Performance Management Systems (07:30 – 09:30)
- Module 2: Individual Development Planning Using Competency Data (09:45 – 11:15)
- Module 3: Learning Strategy Design: From Gap to Growth (11:30 – 01:00)
- Module 4: Integrating Career Pathing, Coaching & Learning with Business Priorities (02:00 – 03:30)

Day 5: Implementation & Business Impact

- Module 1: Implementing Competency Frameworks at Scale (07:30 – 09:30)
- Module 2: Change Management & Stakeholder Buy-In (09:45 – 11:15)
- Module 3: Measuring ROI: Competency Development Impact on Business (11:30 – 01:00)
- Module 4: Final Presentations, Feedback & Certification Ceremony (02:00 – 03:30)

Certification

Participants will be awarded a Certificate of Completion in Strategic Competency Management & Business Alignment, confirming their expertise in integrating competencies into organizational success strategies.

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.

MAWA EVENTS

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

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

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

Follow us: **Facebook** **Twitter** **YouTube** **LinkedIn** **Instagram**

© 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.