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 & COMPETENCIES TRAINING PROGRAMME, CAREER DEVELOPMENT

"Building a Competent Workforce Through Structured Learning and Development Strategies."

Schedule

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

► **Available delivery methods:** In-House Training

Introduction

This comprehensive program focuses on designing and implementing an organizational framework for workforce skills development, career planning, and competency-based training. The course equips HR professionals, training leaders, and departmental heads with tools to map roles, assess gaps, design training paths, and align talent development with business needs.

Objectives

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

- Develop a strategic framework for skills, knowledge, and competency development
- Design and manage training programs linked to role-based performance expectations
- Build competency matrices and learning pathways aligned with career progression
- Integrate training and development with performance management systems
- Implement organizational learning strategies that support succession planning

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Why Attend

Without a clear framework, training efforts can be misaligned and ineffective. This course provides structured methods for building a capable and future-ready workforce, ensuring learning programs are relevant, measurable, and directly tied to organizational growth.

Target Audience

- HR Managers & Training Specialists
- Organizational Development Professionals
- Line Managers & Department Heads
- Competency & Capability Development Teams
- Career Development Advisors

Individual Benefits

- Gain expertise in strategic learning and development design
- Improve talent retention and employee engagement
- Identify upskilling needs aligned with future career paths
- Support employee empowerment and succession planning

Organizational Benefits

- Build a future-ready workforce through structured competency mapping
- Align learning strategies with business and operational goals
- Improve performance, compliance, and capability across departments
- Enhance internal mobility and employee loyalty

Instructional Methodology

- Strategic workshops and case-based learning
- Role-based group exercises on skills gap analysis
- Framework design using real-life organizational templates
- Competency modelling simulations and interactive sessions

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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: Foundations of Competency-Based Development

- Module 1: Understanding Skills, Knowledge, and Competencies (07:30 – 09:30)
- Module 2: Industry Trends in Competency Management & Workforce Planning (09:45 – 11:15)
- Module 3: Career Development Models and Learning Frameworks (11:30 – 01:00)
- Module 4: Case Study Review: Framework Success Stories (02:00 – 03:30)

Day 2: Competency Framework Design & Mapping

- Module 1: Job Profiling and Functional Role Mapping (07:30 – 09:30)
- Module 2: Building Competency Matrices: Technical & Behavioral (09:45 – 11:15)
- Module 3: Defining Skill Levels and Proficiency Scales (11:30 – 01:00)
- Module 4: Workshop: Drafting Role-Based Competency Profiles (02:00 – 03:30)

Day 3: Training Programme Structuring & Learning Paths

- Module 1: Designing Training Modules Based on Skill Gaps (07:30 – 09:30)
- Module 2: Structuring Learning Journeys by Career Level (09:45 – 11:15)
- Module 3: Developing Core, Technical, and Leadership Tracks (11:30 – 01:00)
- Module 4: Simulation: Creating Departmental Training Frameworks (02:00 – 03:30)

Day 4: Assessment, Tracking, and Career Development Integration

- Module 1: Tools for Skill Assessment and Competency Evaluation (07:30 – 09:30)
- Module 2: Integrating Learning with Appraisal and Promotion Criteria (09:45 – 11:15)
- Module 3: Building Career Ladders & Cross-Functional Mobility Paths (11:30 – 01:00)
- Module 4: Mid-to-Long Term Talent Pipeline Development (02:00 – 03:30)

Day 5: Implementation Strategy and Roadmap

- Module 1: Change Management in Skills Development Frameworks (07:30 – 09:30)
- Module 2: Measuring ROI of Training and Development (09:45 – 11:15)
- Module 3: Policy and Governance for Organizational Learning (11:30 – 01:00)
- Module 4: Framework Presentation & Certification Wrap-Up (02:00 – 03:30)

Certification

Participants will receive a Certificate of Completion in Organizational Framework for Skills, Knowledge & Competencies Training & Career Development, confirming their ability to build and lead structured development initiatives across the enterprise.

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.

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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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