MAWA EVENTS

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

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COMPETENCY - BASED MANAGEMENT

"Align People, Performance, and Strategy Through Competency-Based Leadership"

Schedule

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

Introduction

In a competitive and rapidly evolving business environment, organizations require a workforce that is not only skilled but strategically aligned with their goals. Competency-Based Management (CBM) provides a structured approach to identify, develop, and manage employee competencies that directly contribute to organizational performance and success.

This course introduces participants to the principles and practices of competency-based management — from defining core and functional competencies to integrating them into HR systems such as recruitment, performance appraisal, training, and career development. Participants will learn how to design competency frameworks, assess workforce capabilities, and build a results-oriented culture that enhances individual and organizational effectiveness.

Objectives

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

- Understand the concept and importance of competency-based management.
- Define and classify competencies (core, functional, and behavioral).
- Develop a competency framework aligned with organizational goals.
- Integrate competency models into HR processes and performance systems.
- Conduct competency mapping and assessment.
- Use competencies for training needs analysis and career development.
- Enhance talent management, succession planning, and leadership growth.
- Promote a culture of continuous improvement and accountability.

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Why Attend

Competency-Based Management enables organizations to link human resource development directly with business strategy. This course helps participants bridge the gap between potential and performance, ensuring that every employee contributes effectively to organizational objectives. Whether you are in HR, management, or leadership, this training provides practical tools to implement and sustain a competency-driven performance culture.

Target Audience

This course is ideal for:

- HR Managers and HR Development Professionals
- Training and Development Officers
- Organizational Development Practitioners
- Department Heads and Line Managers
- Talent Management and Recruitment Specialists
- Performance Appraisal and Planning Officers
- Anyone involved in managing or evaluating employee performance

Individual Benefits

- Gain in-depth understanding of competency-based HR systems.
- Learn to design and apply competency frameworks in your organization.
- Improve ability to assess performance and identify skill gaps.
- Strengthen strategic thinking and decision-making abilities.
- Enhance leadership and team development effectiveness.
- Increase employability and professional credibility in HR and management fields.

Organizational Benefits

- Align workforce capabilities with strategic organizational goals.
- Improve employee performance and accountability.
- Ensure transparent and fair evaluation and promotion processes.
- Identify training needs and talent development priorities effectively.
- Support succession planning and leadership pipeline development.
- Build a performance-driven and competency-focused organizational culture.

Instructional Methodology

This training uses a practical, systems-oriented approach through:

- Conceptual presentations and real-world examples
- Interactive group discussions and case studies
- Competency framework design workshops
- Assessment and mapping exercises
- Templates, checklists, and implementation tools
- Feedback and guidance from experienced facilitators

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Course Outline

Module 1: Introduction to Competency-Based Management

Module 2: Understanding Core, Functional, and Behavioral Competencies

Module 3: Designing a Competency Framework and Model

Module 4: Competency Mapping and Assessment Tools

Module 5: Integrating Competencies into HR Systems

Module 6: Performance Management and Appraisal Using Competencies

Module 7: Training Needs Analysis and Employee Development Planning

Module 8: Competency-Based Recruitment and Selection

Module 9: Leadership and Succession Planning through Competencies

Module 10: Implementation Strategies and Continuous Improvement

Certification

Upon successful completion, participants will receive a Certificate in Competency-Based Management, recognizing their expertise in designing, implementing, and managing competency-based systems that enhance workforce effectiveness and organizational excellence.

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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