

COMPETENCIES - DESIGN, DEVELOPMENT AND IMPLEMENTATION

“Building a Competency Framework that Drives Performance and Growth”

Schedule

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

Introduction

Competency-based management has become a cornerstone of modern HR practices. This training program provides a complete understanding of how to design, develop, and implement competency models that align with organizational goals. Participants will learn how to identify core, functional, and leadership competencies that support effective talent management, improve performance, and strengthen organizational capability.

By the end of the course, participants will be equipped with practical tools to create competency frameworks and use them for recruitment, development, and succession planning.

Objectives

- Upon completion of this course, participants will be able to:
- Understand the concept and strategic importance of competencies.
- Identify types and levels of competencies within an organization.
- Develop a systematic competency framework aligned with business goals.
- Integrate competencies into HR systems including recruitment, training, and performance management.
- Apply competency mapping tools and techniques.
- Implement a sustainable competency-based approach for talent development and succession planning.

Why Attend

This course is designed for professionals who want to move beyond traditional HR methods and apply strategic, measurable frameworks for people development. You'll gain practical insights into competency model design, learn through real-world case studies, and walk away with ready-to-use templates and strategies to strengthen HR processes in your organization.

Target Audience

This training is ideal for:

- HR Managers and Executives
- Talent Management Professionals
- Organizational Development Specialists
- Learning & Development Managers
- Line Managers involved in employee evaluation and growth planning
- Consultants specializing in HR transformation

Individual Benefits

- Gain a comprehensive understanding of competency frameworks.
- Learn practical tools to map, assess, and develop competencies.
- Enhance decision-making for recruitment, performance, and promotions.
- Improve your credibility as a strategic HR business partner.

Organizational Benefits

- Develop a performance-driven culture.
- Align employee skills and behaviors with business goals.
- Strengthen succession planning and talent retention.
- Optimize training investment through competency-based development.
- Standardize employee assessment processes.

Instructional Methodology

- Interactive lectures and case studies
- Group discussions and exercises
- Hands-on competency mapping workshops
- Real-life organizational examples
- Competency framework development project

Course Outline

Module 1: Understanding Competencies

- Definition and types of competencies
- The link between competencies and organizational strategy
- Competency frameworks and their impact on HR systems

Module 2: Competency Model Design

- Identifying organizational and job-specific competencies
- Developing core, functional, and leadership competencies
- Using behavioral indicators for clarity and assessment

Module 3: Competency Mapping Techniques

- Methods for collecting competency data (interviews, focus groups, surveys)
- Tools for analyzing and validating competencies
- Building competency dictionaries

Module 4: Competency Assessment and Evaluation

- Designing competency-based assessments
- Linking competencies to performance management
- Integrating with learning and development programs

Module 5: Implementation and Sustainability

- Communicating and cascading the competency framework
- Overcoming implementation challenges
- Monitoring and continuous improvement

Module 6: Practical Application Workshop

- Developing a sample competency model
- Case study analysis and presentation
- Review and feedback from facilitator

Certification

Participants who successfully complete the training will be awarded a Certificate in Competencies – Design, Development and Implementation

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?

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