

THE A - Z OF COMPETENCY FRAMEWORKS

“Design, Develop, and Deploy Competency Frameworks That Drive Performance and Organizational Excellence”

Schedule

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

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

Introduction

Competency frameworks are the backbone of modern talent management. They define the knowledge, skills, behaviors, and attributes required for individuals and organizations to perform effectively. When designed and implemented well, competency frameworks become powerful tools that align recruitment, performance management, learning, and succession planning with strategic goals.

The A-Z of Competency Frameworks is a comprehensive and practical program that guides HR professionals and business leaders through every step of designing, implementing, and sustaining competency frameworks. The course explores global best practices, practical design methodologies, and integration strategies that make competency models a cornerstone of organizational success.

Participants will learn how to build frameworks that are business-driven, future-focused, and adaptable to changing workforce needs — ensuring measurable improvement in performance and capability across all levels.

Objectives

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

- Understand the purpose, structure, and benefits of competency frameworks.
- Identify core, functional, and leadership competencies for various roles.
- Design a competency model aligned with organizational strategy and culture.
- Develop competency dictionaries, behavioral indicators, and proficiency levels.
- Integrate competency frameworks into HR systems (recruitment, appraisal, training, etc.).
- Conduct competency mapping and assessments effectively.
- Evaluate and update frameworks for relevance and business impact.
- Communicate and implement frameworks across the organization for maximum adoption.

Why Attend

Competency frameworks transform HR from an administrative function to a strategic enabler of performance. This course provides you with the knowledge, tools, and templates to design and apply competency models that enhance alignment, accountability, and development across the organization.

You will gain hands-on experience building frameworks that support talent acquisition, career development, and succession planning — making your HR function more data-driven and strategically influential.

Target Audience

This course is ideal for:

- HR Managers and Officers
- Organizational Development (OD) Practitioners
- Learning and Development (L&D) Professionals
- Talent Management and Performance Specialists
- Department Heads and Supervisors
- Business Leaders involved in workforce capability development
- Anyone seeking to establish or enhance competency-based HR systems

Individual Benefits

- Gain end-to-end understanding of competency framework design and application.
- Learn to define behavioral indicators and measurable performance standards.
- Strengthen your analytical and facilitation skills for competency mapping.
- Enhance your credibility as an HR and talent development professional.
- Acquire tools, templates, and models for immediate workplace application.
- Contribute to a more consistent, transparent, and strategic HR system.

Organizational Benefits

- Establish a consistent, objective foundation for HR and talent processes.
- Improve recruitment, training, and performance management alignment.
- Enable more accurate succession planning and leadership development.
- Increase workforce capability and accountability.
- Create a common language for performance and development across departments.
- Build a competency-based culture that drives excellence and innovation.

Instructional Methodology

The program is highly interactive and practice-based, incorporating:

- Step-by-step competency framework design workshops
- Case studies and benchmarking examples from leading organizations
- Group activities on competency mapping and behavioral definition
- Role-based exercises and simulation tasks
- Templates and tools for framework creation and implementation
- Instructor feedback, peer review, and Q&A sessions

Course Outline

- Module 1: Introduction to Competencies and Competency Frameworks
- Module 2: Understanding the Strategic Role of Competencies in HR
- Module 3: Types of Competencies – Core, Functional, and Leadership
- Module 4: Methods for Job and Competency Analysis
- Module 5: Designing Competency Dictionaries and Behavioral Indicators
- Module 6: Developing Proficiency Levels and Assessment Scales
- Module 7: Integrating Competency Frameworks into HR Processes
- Module 8: Competency Mapping, Assessment, and Gap Analysis
- Module 9: Communicating, Implementing, and Sustaining the Framework
- Module 10: Measuring the Impact and Continuous Improvement of Competency Models

Certification

Upon successful completion, participants will receive a Certificate in The A-Z of Competency Frameworks, recognizing their expertise in designing, developing, and implementing competency-based systems that enhance performance, alignment, and organizational capability.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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In-House / Customized Training

Interested in running this course for your team?

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