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HUMAN RESOURCES AND TRAINING | HRT-033

# Certificate in Competency Development and Implementation

## UK

+44 33 000 111 90  
info@informatæch.co.uk  
<https://informatæch.uk>  
63-66 Hatton Garden Hatton Garden  
EC1N 8LE , London

## NL

+31 85 74 444 46  
info@informatæch.nl  
<https://informatæch.nl>  
Waarderweg 50 - 2031PB  
Haarlem - Netherlands

Tel : +44 (33) 000 111 90

Our mailing address is:  
63-66 Hatton Garden, EC1N 8LE, London

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# Course content

## Why Attend

Organizations that consistently perform at a high level are those that clearly define, develop, and manage the competencies required for success. Competency frameworks provide a structured approach to aligning employee capabilities with organizational goals, improving performance, and supporting talent development.

Without well-defined competencies, organizations often face challenges in recruitment, performance management, and employee development.

This programme is designed to provide practical knowledge and tools for developing, implementing, and managing competency frameworks. It focuses on translating business strategy into measurable skills, behaviors, and capabilities that drive performance and organizational effectiveness.

## Course Methodology

This programme combines practical application with strategic insight:

- Real-world competency framework case studies
- Interactive workshops and group discussions
- Hands-on exercises in competency mapping and design
- Scenario-based implementation planning
- Practical tools and templates for workplace use

## Course Objectives

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

- Understand the principles of competency-based management
- Develop competency frameworks aligned with business strategy
- Identify core, functional, and leadership competencies
- Apply competencies in recruitment, performance management, and training



# Course content

## Course Objectives

- Design competency-based assessment methods
- Implement and manage competency frameworks effectively
- Measure and improve competency-based performance

## Target Audience

This course is suitable for:

- HR Managers and HR Business Partners
- Organizational Development Specialists
- Learning and Development Professionals
- Talent Management and Performance Specialists
- Line Managers involved in staff development
- Professionals responsible for competency frameworks

## Target Competencies

Participants will develop competencies in:

- Competency framework design and development
- Competency mapping and analysis
- Talent assessment and evaluation
- Performance management using competencies
- Training and development alignment
- Strategic HR implementation
- Organizational capability development



# Course content

## Course outline

### Day 1: Foundations of Competency-Based Management

- Introduction to competency concepts and frameworks
- Types of competencies (core, functional, leadership)
- Role of competencies in organizational success
- Linking competencies with business strategy
- Benefits of competency-based approaches
- Overview of competency models and standards

### Day 2: Competency Identification and Mapping

- Techniques for identifying competencies
- Job analysis and role profiling
- Developing competency dictionaries
- Behavioral indicators and proficiency levels
- Mapping competencies to roles and functions
- Practical exercise: competency mapping

### Day 3: Competency-Based Applications in HR

- Using competencies in recruitment and selection
- Competency-based performance management
- Training and development aligned with competencies
- Career development and succession planning
- Assessment centers and evaluation methods
- Case study: applying competencies in HR processes

### Day 4: Implementing Competency Frameworks



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## Course outline

- Designing implementation strategies
- Change management in competency adoption
- Communicating competency frameworks to stakeholders
- Integrating competencies into HR systems
- Overcoming implementation challenges
- Practical workshop: implementation planning

### **Day 5: Monitoring, Evaluation, and Continuous Improvement**

- Measuring effectiveness of competency frameworks
- Performance metrics and KPIs
- Continuous improvement strategies
- Aligning competencies with evolving business needs
- Best practices in competency management
- Final case study and action planning

# Seminar dates

## Available seminar dates

Live dates and pricing for Certificate in Competency Development and Implementation generated from the course details page.

Date	Location	Format	Fee
6 - 10 July 2026	Amsterdam - Netherlands	Classroom	€4,250.-
10 - 14 August 2026	Paris - France	Classroom	€4,500.-
31 August - 4 September 2026	Munich - Germany	Classroom	€3,450.-
14 - 18 September 2026	London - U.K	Classroom	€4,250.-
5 - 9 October 2026	Barcelona - Spain	Classroom	€4,250.-
16 - 20 November 2026	Amsterdam - Netherlands	Classroom	€4,200.-
7 - 11 December 2026	London - U.K	Classroom	€4,200.-
21 - 25 December 2026	Munich - Germany	Classroom	€3,450.-

### Live online option

Online delivery is available at €1,850.-.