informatech

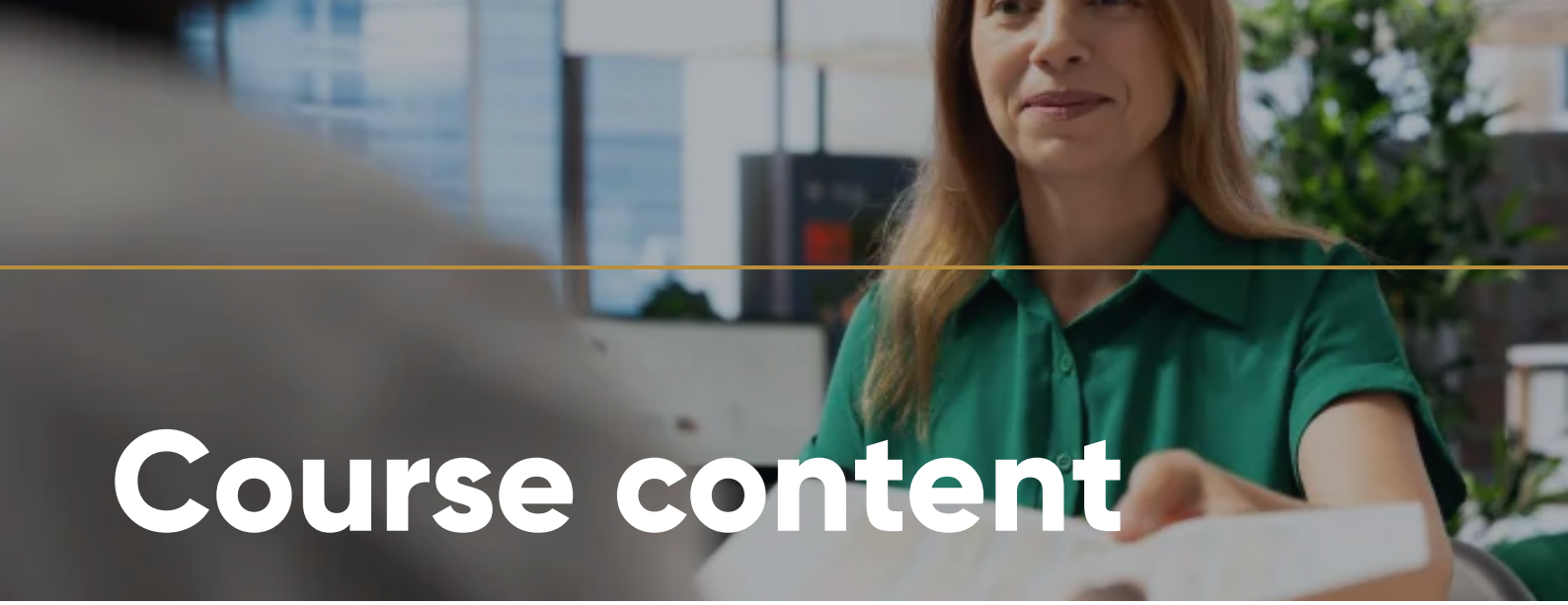



HUMAN RESOURCES AND TRAINING | HRT-074

# Competency Based HR

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

**NL**
+31 85 74 444 46
info@infomatech.nl
https://infomatech.nl
Waarderweg 50 - 2031PB
Haarlem - Netherlands



# Course content

## Why Attend

### Overview

- Gain a thorough understanding of competency frameworks in HR management.
- Enhance organizational performance through targeted talent strategies.
- Improve recruitment, development, and retention practices using competency models.
- Align workforce capabilities with business objectives for greater impact.

## Course Methodology

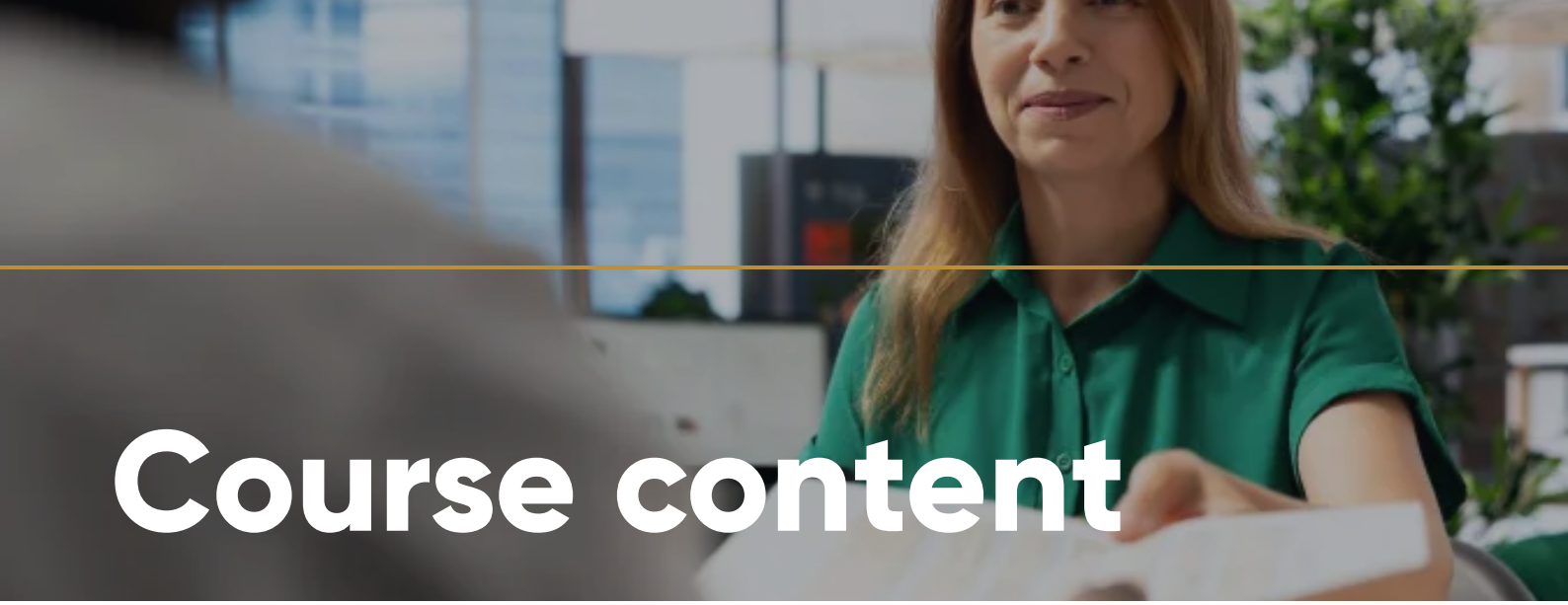
- Interactive lectures and case studies.
- Hands-on group exercises.
- Real-world scenario analysis.
- Practical tools and templates for immediate application.

## Course Objectives

- Define and implement competency frameworks within HR processes.
- Integrate competency models into recruitment, development, and appraisal systems.
- Develop effective strategies for competency-based assessment and development.
- Measure the effectiveness of competency-based HR initiatives.

## Target Audience

- HR managers and professionals.
- Talent management specialists.
- Learning and development practitioners.
- Organizational development consultants.



# Course content

## Target Audience

• Business leaders involved in HR decision-making.

## Target Competencies

• Competency framework design.

• Competency-based assessment.

• Strategic HR planning.

• Talent acquisition and development.

• Performance management.

## Course outline

### Day 1 : Introduction to Competency-Based HR

• Understanding the concept and significance of competencies.

• Exploring competency models and frameworks.

• Linking competencies to organizational strategy.

### Day 2 : Designing Competency Frameworks

• Steps to develop effective competency frameworks.

• Identifying core, functional, and leadership competencies.

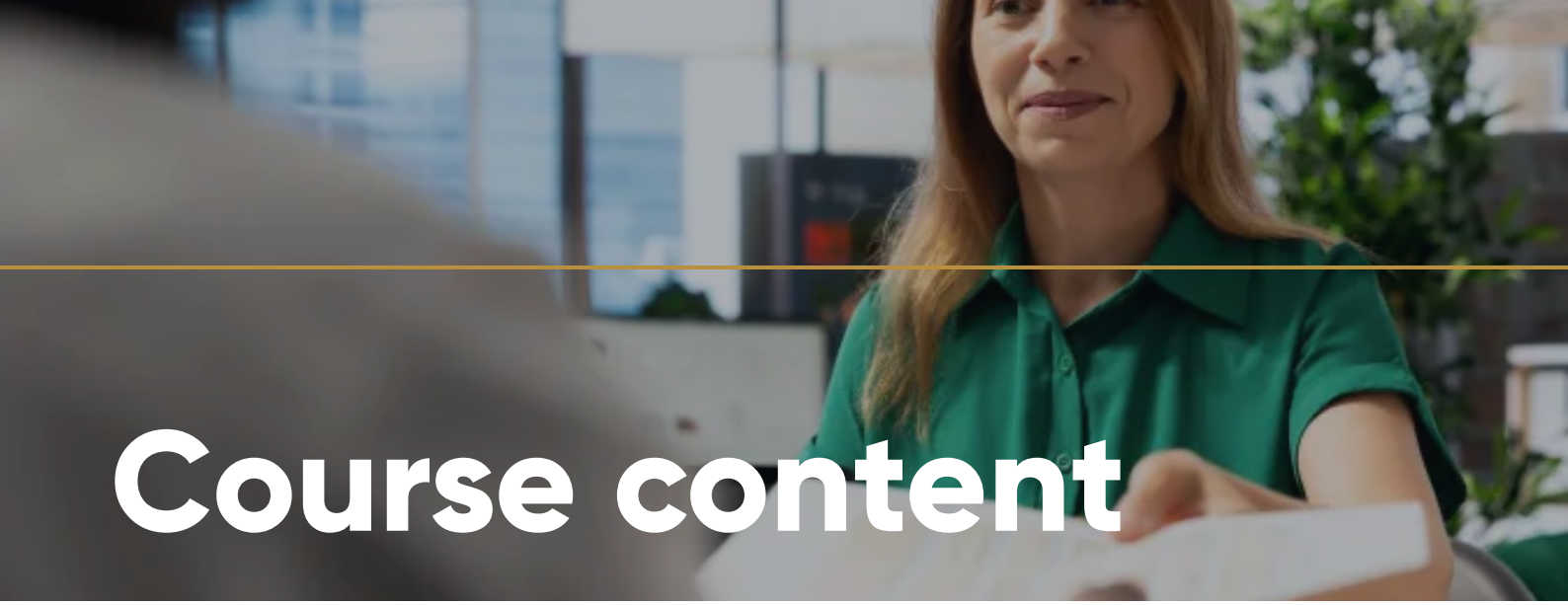
• Engaging stakeholders in the design process.

### Day 3 : Implementing Competency-Based Practices

• Integrating competencies into recruitment and selection.

• Competency-based interviewing techniques.

• Embedding competencies in onboarding and orientation.



# Course content

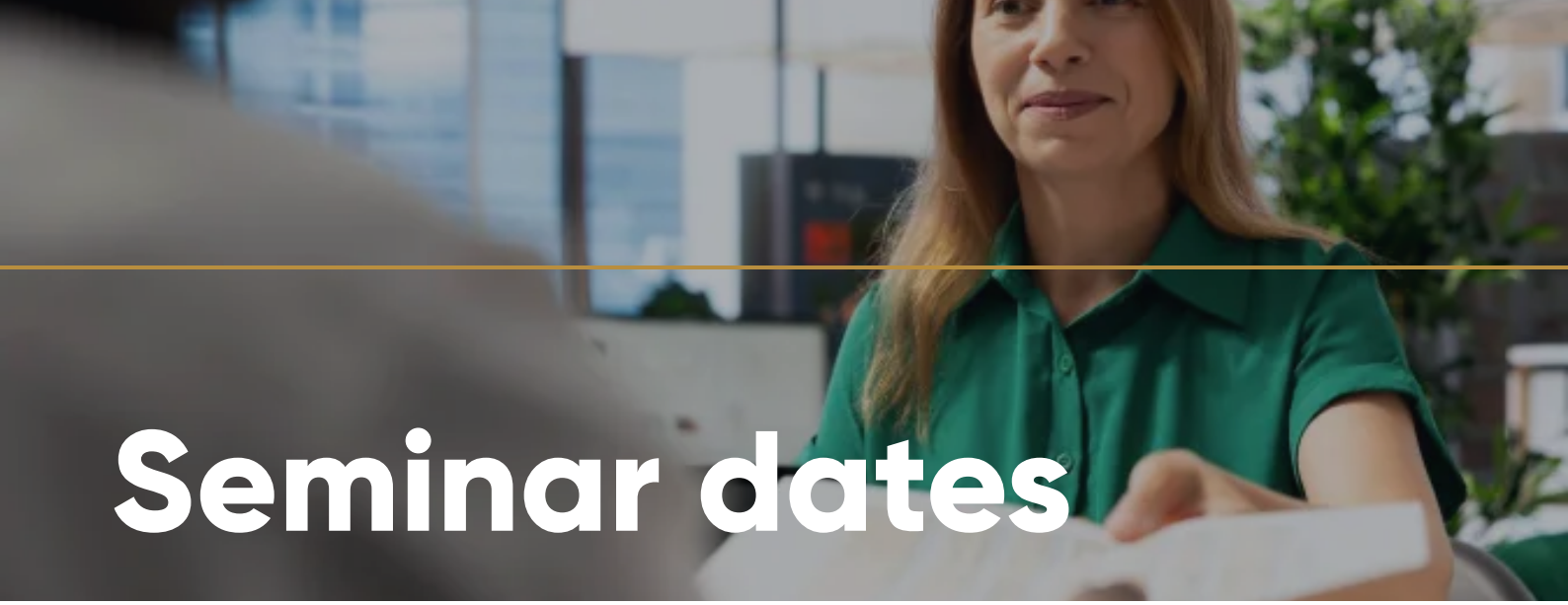
## Course outline

### Day 4 : Competency-Based Assessment and Development

- Designing assessment tools and methods.
- Linking competencies to performance management.
- Developing targeted learning and development programs.

### Day 5 : Evaluating and Sustaining Competency-Based HR

- Measuring the impact of competency initiatives.
- Continuous improvement of competency frameworks.
- Ensuring sustainability and stakeholder buy-in.



# Seminar dates

## Available seminar dates

Live dates and pricing for Competency Based HR generated from the course details page.

| Date | Location | Format | Fee |
|---|---|---|---|
| Dates on request | Venue on request | Classroom | **Contact us** |

| | |
|---|---|
| **Live online option** | Online delivery is available at €1,850.-. |