



HUMAN RESOURCES AND TRAINING | HRT-074

## Competency Based HR

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# 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                                 | <b>Contact us</b> |
| <b>Live online option</b> |                  | Online delivery is available at €1,850.-. |                   |