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HUMAN RESOURCES AND TRAINING | HRT-070

Designing & Implementing Competency Frameworks

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Course content

Why Attend

Why Attend Competency frameworks provide organizations with a structured approach to defining, assessing, and developing the knowledge, skills, behaviors, and capabilities required for success. This course equips participants with practical methodologies for designing, implementing, and maintaining competency frameworks that support recruitment, performance management, learning and development, succession planning, and organizational effectiveness.

Course Methodology The course combines presentations, workshops, competency mapping exercises, case studies, group discussions, practical framework design activities, and real-world implementation scenarios to ensure practical application and workplace relevance.

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

- Understand the principles and benefits of competency frameworks
- Design competency models aligned with organizational strategy
- Develop behavioral and technical competency structures
- Integrate competencies into HR and talent management processes
- Establish competency assessment and measurement methods
- Implement competency frameworks effectively across the organization
- Maintain and continuously improve competency systems

Target Audience

- HR managers and professionals
- Talent management specialists
- Learning and development professionals
- Organizational development practitioners
- HR business partners
- Performance management specialists

Course content

Target Audience

• Managers involved in workforce planning and employee development

Target Competencies

• Competency framework design

• Talent management

• Workforce planning

• Performance management

• Learning and development

• Organizational development

• Job analysis and competency mapping

• Strategic HR management

Course outline

Day 1: Foundations of Competency Frameworks

• Understanding the concept and value of competency-based management

• Exploring the role of competencies in organizational performance and talent development

• Reviewing different types of competencies and competency models

• Linking competencies to organizational vision, mission, and strategic objectives

• Understanding competency architecture and framework structures

• Examining best practices in competency framework development

Day 2: Competency Identification and Framework Design

• Conducting job analysis and competency profiling activities

• Identifying core, leadership, functional, and technical competencies

Course content

Course outline

• Developing competency definitions and behavioral indicators

• Establishing proficiency levels and competency standards

• Creating competency dictionaries and framework documentation

• Practical workshop on competency mapping and model design

Day 3: Competency Assessment and Measurement

• Understanding competency assessment methodologies and tools

• Developing assessment criteria and evaluation approaches

• Designing competency-based interviews and assessment processes

• Using behavioral indicators to measure performance and capability levels

• Implementing self-assessment and manager assessment techniques

• Ensuring consistency, fairness, and reliability in competency evaluations

Day 4: Integrating Competencies into Talent Management Processes

• Applying competency frameworks in recruitment and selection

• Integrating competencies into performance management systems

• Using competencies to support learning and development initiatives

• Applying competency models to succession planning and career development

• Supporting workforce planning and talent identification processes

• Aligning competencies with leadership development programs

Day 5: Implementing and Sustaining Competency Frameworks

• Developing implementation plans and change management strategies

• Communicating competency frameworks across the organization

• Building stakeholder engagement and management support

Course content

Course outline

- Monitoring framework effectiveness and organizational impact
- Reviewing and updating competency frameworks to meet evolving business needs
- Final workshop: Designing a competency framework implementation roadmap

Seminar dates

Available seminar dates

Live dates and pricing for Designing & Implementing Competency Frameworks 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.-.