



— Course details

HRT-033

Human Resources and Training

— Upcoming seminar

€4,250.-

Venue
London - U.K

Date
8 - 12 June 2026

— Course details

Certificate in Competency Development and Implementation

Human Resources and Training

— Seminar content

What you will learn

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
- 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

— Seminar details

Detailed 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

- 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

Dates and locations

Available seminar dates

9 dates

Presence seminar dates

Date	City	Duration	Price
8 - 12 June 2026	London - U.K	5 Days	€4,250.-
6 - 10 July 2026	Amsterdam - Netherlands	5 Days	€4,250.-
10 - 14 August 2026	Paris - France	5 Days	€4,500.-
31 August - 4 September 2026	Munich - Germany	5 Days	€3,450.-
14 - 18 September 2026	London - U.K	5 Days	€4,250.-
5 - 9 October 2026	Barcelona - Spain	5 Days	€4,250.-

Date	City	Duration	Price
16 - 20 November 2026	Amsterdam - Netherlands	5 Days	€4,200.-
7 - 11 December 2026	London - U.K	5 Days	€4,200.-
21 - 25 December 2026	Munich - Germany	5 Days	€3,450.-

— Online seminar dates

Date	Format	Duration	Price
8 - 12 June 2026	Live online	5 Days	€1,850.-
6 - 10 July 2026	Live online	5 Days	€1,850.-
10 - 14 August 2026	Live online	5 Days	€1,850.-
31 August - 4 September 2026	Live online	5 Days	€1,850.-
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21 - 25 December 2026	Live online	5 Days	€1,850.-