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HUMAN RESOURCES AND TRAINING | HRT-074

Competency Based HR

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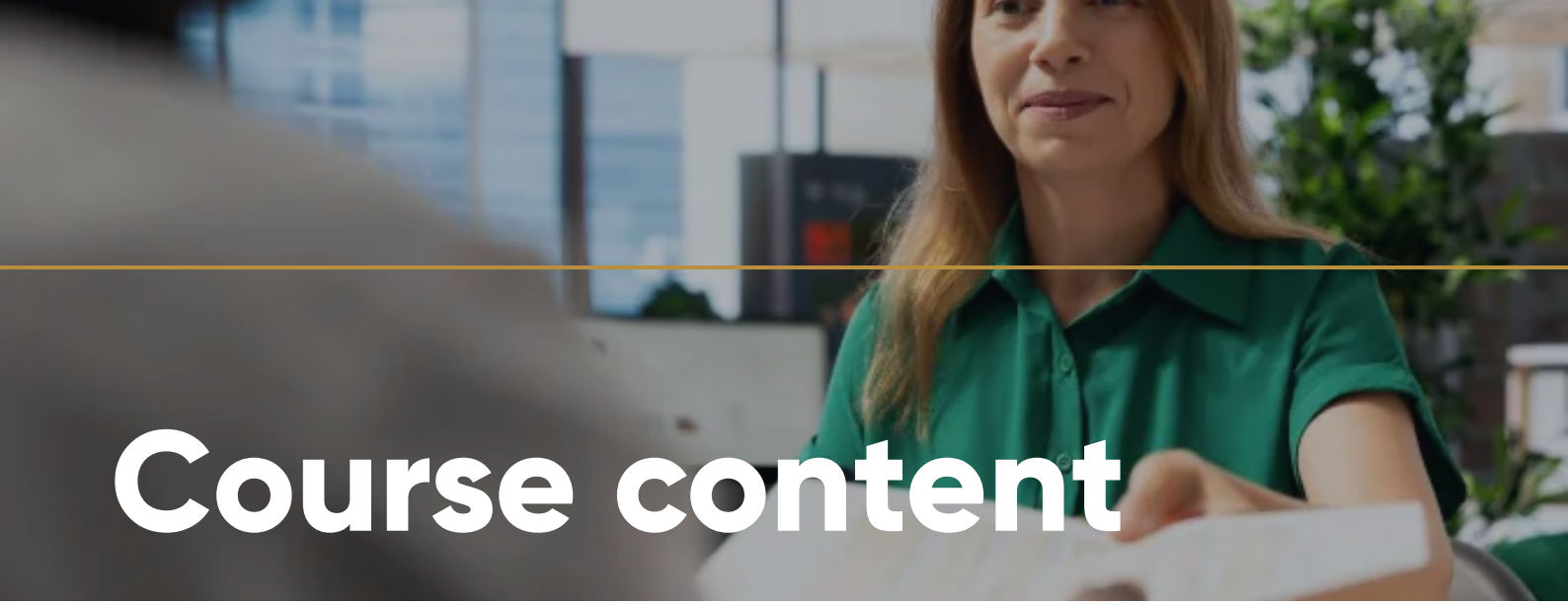


Course content

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

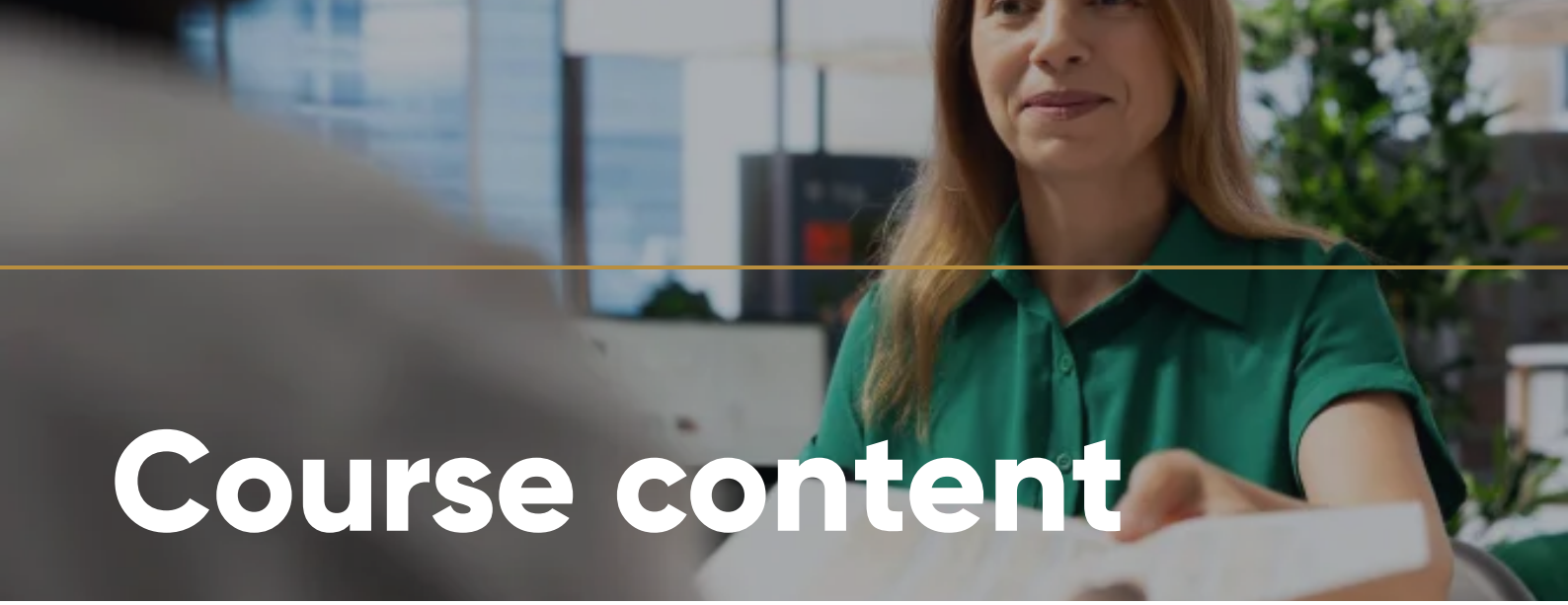
- Interactive lectures and case studies.
- Hands-on group exercises.
- Real-world scenario analysis.
- Practical tools and templates for immediate application.

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.



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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.

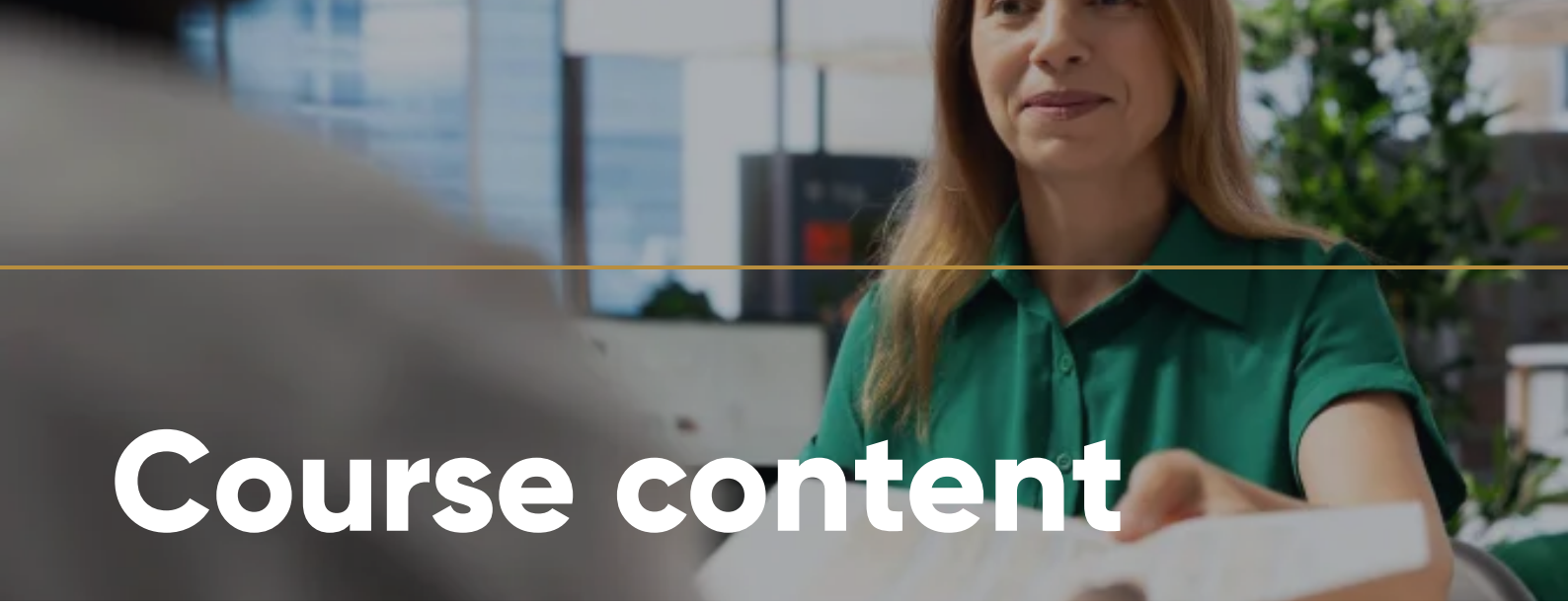
• Engaging stakeholders in the design process.

Day 3 : Implementing Competency-Based Practices

• Integrating competencies into recruitment and selection.

• Competency-based interviewing techniques.

• Embedding competencies in onboarding and orientation.



Course content

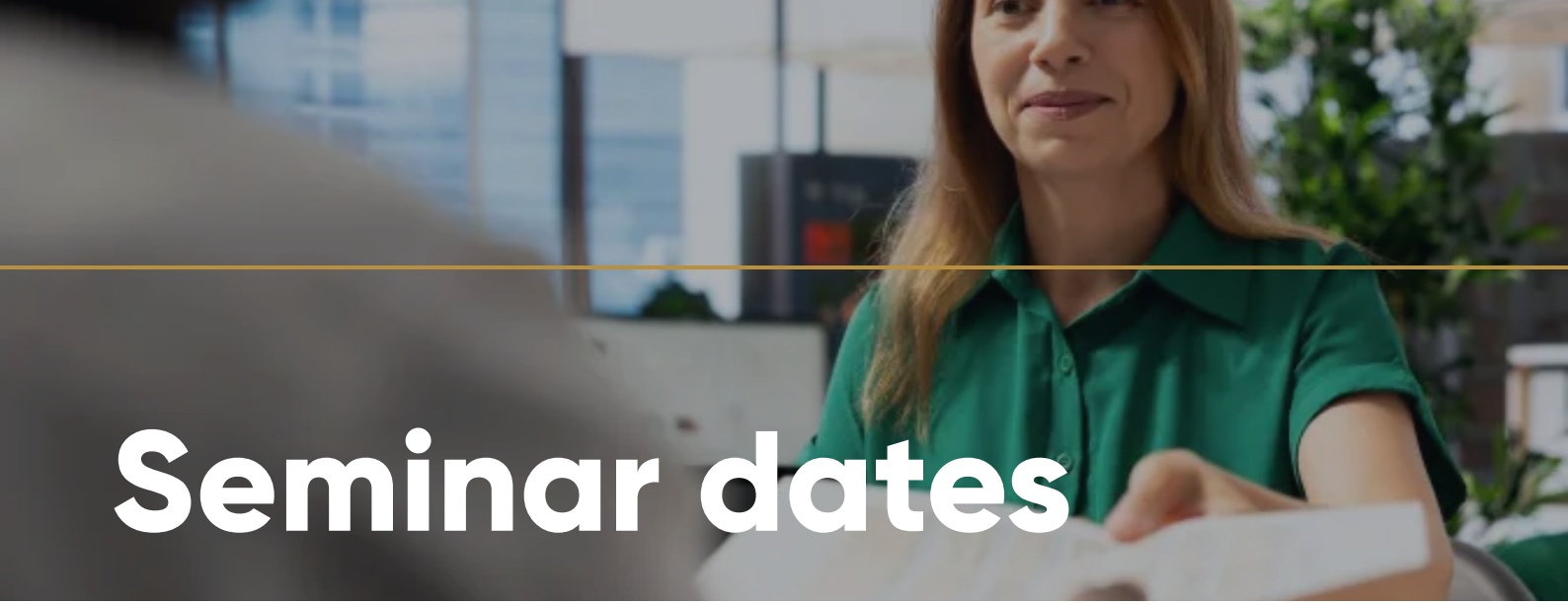
Course outline

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.-.