informatech

HUMAN RESOURCES AND TRAINING | HRT-075

Competency-Based Management Training

UK
+44 33 000 111 90
info@informatech.co.uk
https://informatech.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 expertise in designing and implementing competency-based management systems.

• Enhance organizational performance through targeted talent development.

• Build a culture of accountability and continuous improvement.

• Improve employee engagement and retention by aligning roles with competencies.

Course Methodology

• Interactive lectures and group discussions.

• Case studies and real-world examples.

• Hands-on workshops and practical exercises.

• Self-assessment and action planning sessions.

Course Objectives

• Understand the principles of competency-based management.

• Develop and implement competency frameworks aligned with organizational goals.

• Integrate competency models into recruitment, development, and appraisal processes.

• Measure and evaluate the effectiveness of competency-based systems.

Target Audience

• HR professionals and managers.

• Learning and development specialists.

• Team leaders and supervisors.

• Organizational development consultants.

Course content

Target Competencies

- Competency framework design.
- Strategic talent management.
- Performance appraisal and feedback.
- Change management and leadership.

Course outline

Day 1 : Introduction to Competency-Based Management

- Defining competencies and their role in management.
- Benefits of competency-based approaches.
- Key components of competency frameworks.

Day 2 : Designing Competency Frameworks

- Identifying core and functional competencies.
- Aligning competencies with organizational strategy.
- Methods for competency mapping and analysis.

Day 3 : Integrating Competencies into HR Processes

- Recruitment and selection using competencies.
- Competency-based training and development plans.
- Performance evaluation based on competencies.

Day 4 : Implementing and Managing Change

- Strategies for effective rollout of competency systems.
- Engaging stakeholders and securing buy-in.
- Overcoming resistance and ensuring sustainability.

Course content

Course outline

Day 5 : Measuring and Sustaining Competency-Based Management

- Evaluating the impact of competency-based initiatives.
- Continuous improvement and feedback mechanisms.
- Action planning for ongoing competency management.

Seminar dates

Available seminar dates

Live dates and pricing for Competency-Based Management Training 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.-.	