



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	Contact us
Live online option		Online delivery is available at €1,850.-.	