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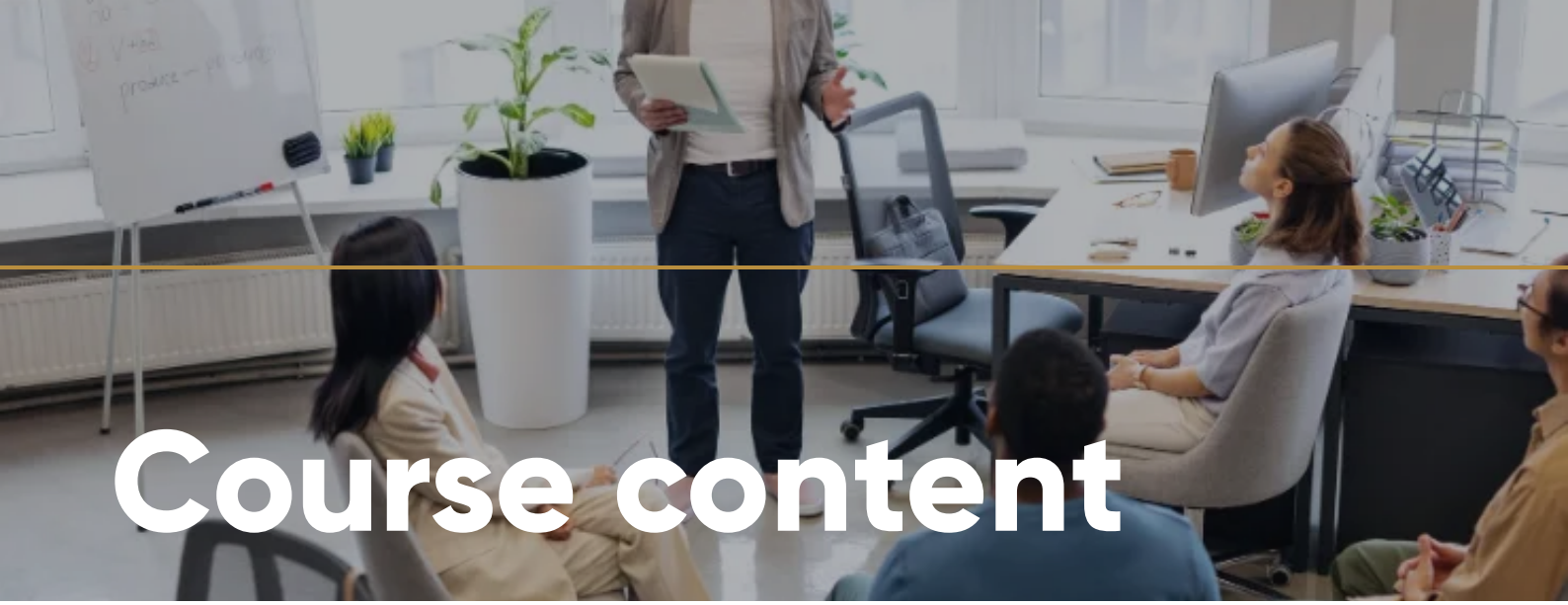


HUMAN RESOURCES AND TRAINING | HRT-075

Competency-Based Management Training

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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

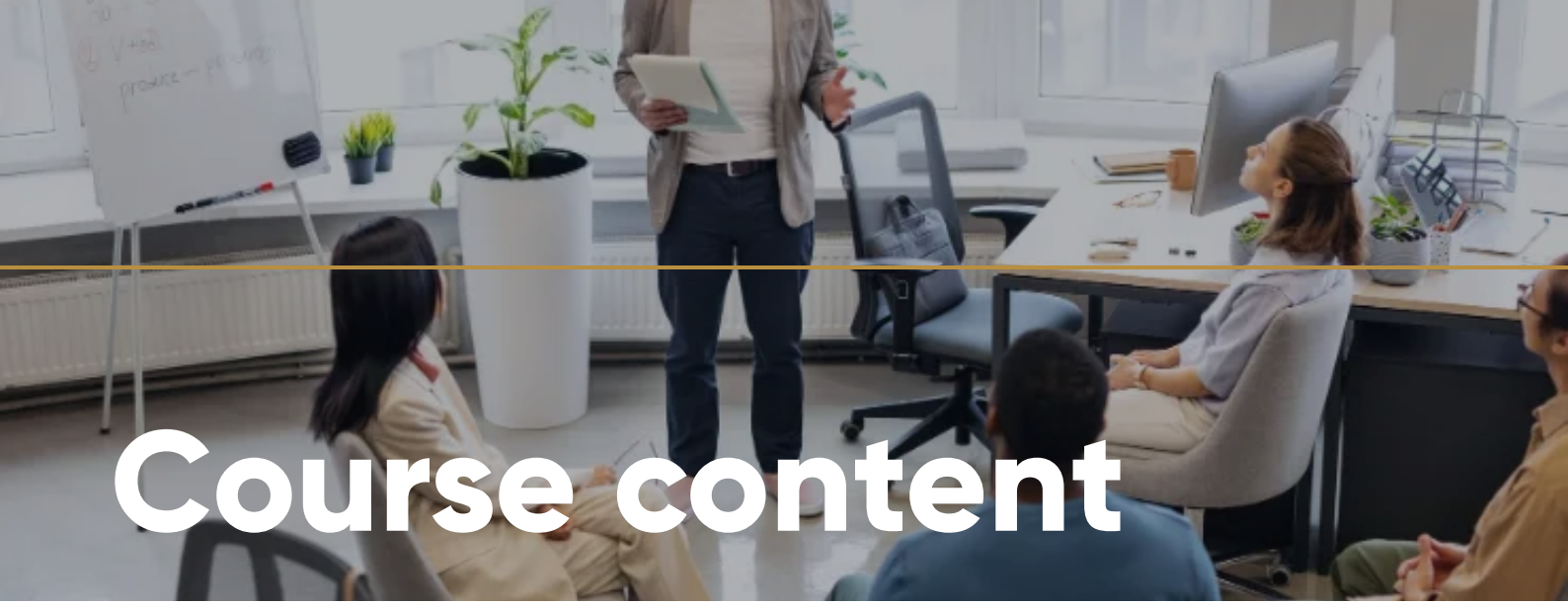
- Interactive lectures and group discussions.
- Case studies and real-world examples.
- Hands-on workshops and practical exercises.
- Self-assessment and action planning sessions.

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

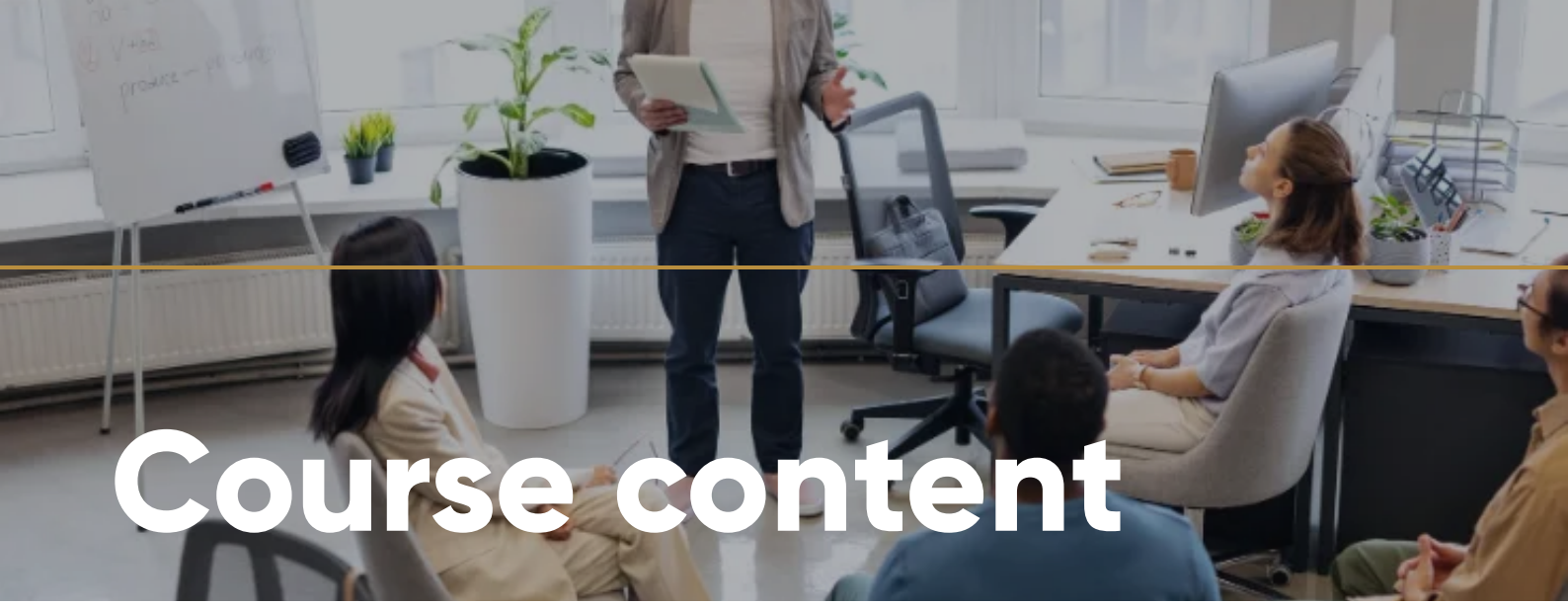
- Identifying core and functional competencies.
- Aligning competencies with organizational strategy.
- Methods for competency mapping and analysis.

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.

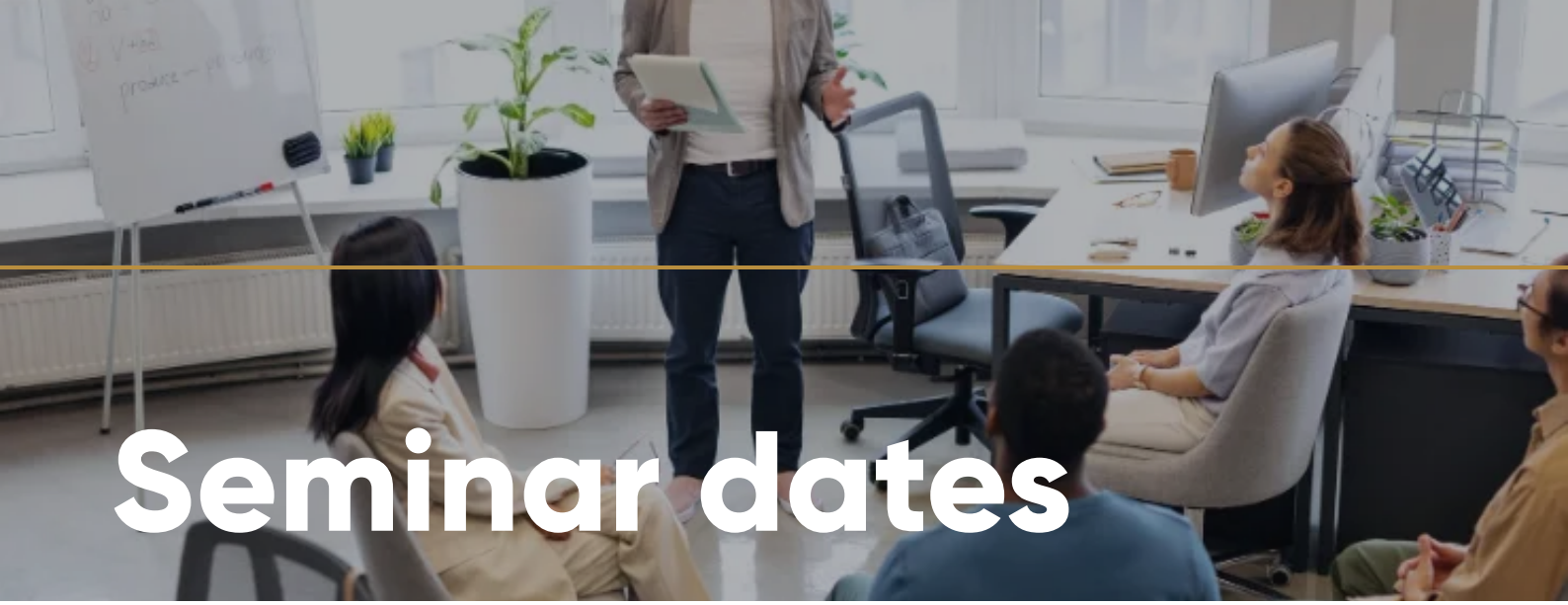


Course content

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.-.