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HUMAN RESOURCES AND TRAINING | HRT-033

Certificate in Competency Development and Implementation

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Course content

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

Course content

Course Objectives

- 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

Course content

Course 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

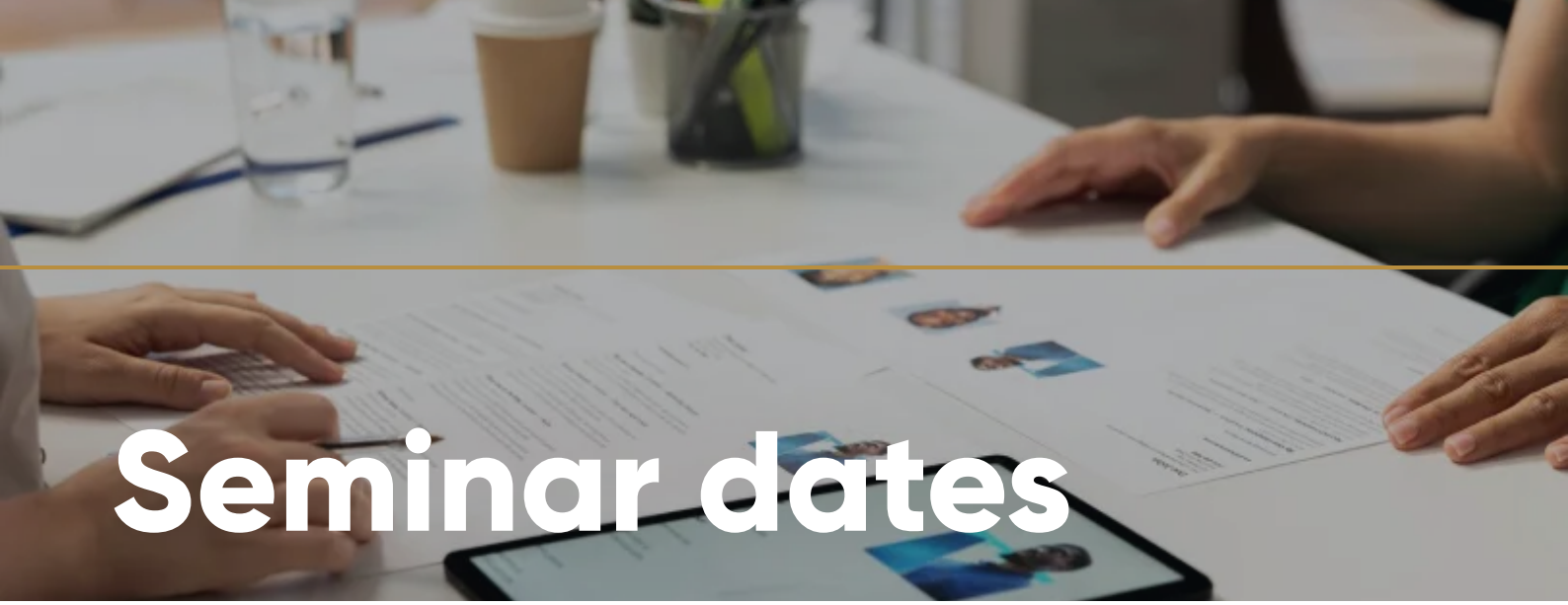
Course content

Course outline

- 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



Seminar dates

Available seminar dates

Live dates and pricing for Certificate in Competency Development and Implementation generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	Amsterdam - Netherlands	Classroom	**€3,360.-**
7 - 11 December 2026	London - U.K	Classroom	**€3,360.-**
21 - 25 December 2026	Munich - Germany	Classroom	**€2,760.-**
11 - 15 January 2027	London - U.K	Classroom	**€3,360.-**
8 - 12 February 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
8 - 12 March 2027	Paris - France	Classroom	**€3,600.-**
12 - 16 April 2027	Cape Town - South Africa	Classroom	**€2,272.-**
10 - 14 May 2027	Cape Town - South Africa	Classroom	**€2,272.-**
14 - 18 June 2027	Barcelona - Spain	Classroom	**€3,080.-**
12 - 16 July 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
9 - 13 August 2027	London - U.K	Classroom	**€3,360.-**
13 - 17 September 2027	Munich - Germany	Classroom	**€3,400.-**
11 - 15 October 2027	London - U.K	Classroom	**€3,360.-**
8 - 12 November 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
13 - 17 December 2027	Paris - France	Classroom	**€3,600.-**

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