

Competency framework, design and implementation

Training Overview

This 5-day intensive training program is designed to equip participants with the knowledge and skills necessary to design and implement effective competency frameworks. Participants will learn how to identify core competencies, develop competency models, and create performance management systems aligned with these frameworks.

Training Objectives

Upon completion of this training, participants will be able to:

- Define competency and its role in organizational performance
- Identify core competencies for specific roles and functions
- Develop a robust competency framework aligned with organizational goals
- Create competency-based performance management systems
- Design and implement competency-based training and development programs
- Evaluate the effectiveness of competency frameworks and make necessary adjustments

Training Duration

5 Days

Note: The specific content and activities for each day can be customized based on the organization's specific needs and the participants' level of experience. However, a general outline is provided below:

Day 1: Understanding Competency Frameworks

- Defining competency and its components (knowledge, skills, abilities, behaviors)
- The importance of competency frameworks in HR and talent management
- Identifying the benefits of competency-based approaches
- Exploring different competency modeling techniques

Day 2: Designing Competency Frameworks

- Identifying core competencies for specific roles and functions
- Developing competency profiles and competency dictionaries
- Creating a hierarchical structure for the competency framework
- Aligning the competency framework with organizational goals and strategies

Day 3: Implementing Competency Frameworks

- Communicating the competency framework to employees
- Developing competency-based performance management systems
- Designing and delivering competency-based training and development programs
- Using competency frameworks for recruitment and selection

Day 4: Assessing and Evaluating Competencies

- Developing competency assessment tools and methods
- Conducting performance appraisals based on competencies
- Using 360-degree feedback to assess competencies
- Identifying competency gaps and developing action plans

Day 5: Continuous Improvement and Future Trends

- Evaluating the effectiveness of the competency framework
- Making necessary adjustments and updates
- Future trends in competency frameworks and talent management
- Case studies and group discussions
- By the end of this training, participants will have a solid understanding of competency frameworks and the ability to design and implement them effectively in their organizations.