€TRAINING

Competencies of Design with Development and Implementation

22 - 26 September 2024
Sharm El-Sheikh (Egypt)

Competencies of Design with Development and Implementation

REF: H1721 DATE: 22 - 26 September 2024 Venue: Sharm El-Sheikh (Egypt) - Fee: 3520 Euro

Introduction:

This training program delves into advanced strategies and contemporary approaches in designing, developing, and implementing competency frameworks, enabling professionals to stay ahead in a dynamic environment. It empowers participants to create and manage competency models that align with organizational goals and enhance employee performance.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the principles and applications of competency frameworks.

- Design competency models tailored to specific organizational needs.

- Develop and implement effective competency frameworks.

- Utilize competency models in various HR functions, including recruitment and performance management.

- Evaluate and refine competency frameworks for continuous improvement.

Targeted Audience:

- HR Managers.

- Talent Development Specialists.

- Organizational Development Professionals.

- Recruitment Managers.

- Learning and Development Professionals.

Program Outline:

Unit 1:

Introduction to Competency Frameworks:

- Definition and purpose of competency frameworks.

- Benefits of implementing competency models.

- Key components of a competency framework.

- Types of competencies: technical, behavioral, and leadership.

- Frameworks and models used in various industries.

Unit 2:

Designing Competency Models:

- Identifying organizational needs and objectives.

- Conducting job analysis and competency mapping.

- Developing competency profiles for various roles.

- Integrating competencies with organizational values and goals.

- Creating a competency model design plan.

Unit 3:

Developing Competency Frameworks:

- Strategies for developing comprehensive competency frameworks.

- Involving stakeholders in the development process.

- Creating behavioral indicators and proficiency levels.

- Aligning competencies with job descriptions and performance standards.

- Tools and technologies for developing competency frameworks.

Unit 4:

Implementing Competency Frameworks:

- Strategies for rolling out competency frameworks.

- Training and communicating with stakeholders.

- Integrating competencies into HR processes: recruitment, performance, and development.

- Tools and technologies for managing competency frameworks.

- Measuring the success of implementation.

Unit 5:

Evaluating and Refining Competency Frameworks:

- Methods for assessing the effectiveness of competency frameworks.

- Steps for Gathering and analyzing feedback from stakeholders.

- Updating and refining competency models.

- Addressing challenges and resistance.

- Best practices for ongoing framework maintenance and improvement.