

€ TRAINING

Competencies of Design with Development
and Implementation

16 - 20 June 2025
Trabzon (Turkey)





Competencies of Design with Development and Implementation

REF: H1721 DATE: 16 - 20 June 2025 Venue: Trabzon (Turkey) - Fee: 5300 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.