

€ TRAINING

Competency Based Management



10 - 14 March 2025
Casablanca (Morocco)



Competency Based Management

REF: H213 DATE: 10 - 14 March 2025 Venue: Casablanca (Morocco) - Fee: 3685 Euro

Introduction:

This training program provides a comprehensive exploration of Competency Based Management CBM, focusing on its principles, implementation, and impact on organizational performance. It empowers participants to design, develop, and apply competency frameworks that align with organizational goals.

Program Objectives:

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

- Understand the fundamentals of Competency Based Management CBM.
- Develop competency frameworks tailored to organizational needs.
- Implement CBM to enhance employee performance and development.
- Utilize competency assessments for informed decision-making.
- Align CBM with organizational strategy and culture.

Targeted Audience:

- HR Managers.
- Organizational Development Specialists.
- Talent Management Professionals.
- Learning and Development Managers.
- Business Leaders.

Program Outline:

Unit 1:

Introduction to Competency Based Management:

- Understanding the concept and importance of CBM.
- Key components of competency frameworks.
- The role of CBM in modern HR practices.

- Identifying competencies required for organizational success.
- Challenges and opportunities in CBM implementation.

Unit 2:

Designing Competency Frameworks:

- Steps to create a competency framework aligned with business goals.
- Techniques for identifying and defining competencies.
- Involving stakeholders in the development process.
- Integrating competencies into job descriptions and roles.
- Case studies on successful competency framework design.

Unit 3:

Implementing Competency Based Management:

- Best practices for rolling out CBM initiatives.
- Training and development aligned with competency frameworks.
- Tools and techniques for competency assessments.
- Linking CBM with performance management systems.
- Overcoming resistance and ensuring smooth implementation.

Unit 4:

Competency Assessment and Development:

- Methods for assessing competencies at individual and organizational levels.
- Tools for conducting competency assessments.
- Using assessment results for development planning.
- Developing training programs based on competency gaps.
- Continuous improvement in competency development.

Unit 5:

Aligning CBM with Organizational Strategy:

- Integrating CBM into strategic planning processes.
- Aligning competencies with organizational culture and values.
- The role of leadership in driving CBM.
- Measuring the impact of CBM on organizational performance.
- Continuous alignment and evolution of competency frameworks.