

# € TRAINING

Competencies of Design with Development  
and Implementation

A photograph of four smiling professionals in a meeting. A woman in a black top and necklace is in the foreground, looking towards the camera. Behind her are three other people (two men and one woman) in white shirts, looking towards the right. The background is a bright, modern office setting. A large blue curved graphic element is overlaid on the top and right sides of the image.

20 - 24 April 2025  
Cairo (Egypt)



# Competencies of Design with Development and Implementation

REF: H1721 DATE: 20 - 24 April 2025 Venue: Cairo (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.