

€ TRAINING

Designing and Implementing Competency Frameworks



20 - 24 October 2024
Sharm El-Sheikh (Egypt)



Designing and Implementing Competency Frameworks

REF: H1722 DATE: 20 - 24 October 2024 Venue: Sharm El-Sheikh (Egypt) - Fee: 3520 Euro

Introduction:

This training program explores the design and implementation of competency frameworks, equipping professionals with the skills to develop and apply effective frameworks for enhancing organizational performance. It empowers participants to create and manage competency models that align with strategic goals and drive employee development.

Program Objectives:

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

- Understand the principles of competency frameworks and their applications.
- Design competency models tailored to organizational needs.
- Implement competency frameworks effectively within their organizations.
- Use competency models for recruitment, performance management, and career development.
- Evaluate and refine competency frameworks to ensure ongoing relevance and effectiveness.

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:

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 4:

Using Competency Models in HR Functions:

- Competency-based recruitment and selection.
- Performance management using competency criteria.
- Designing training and development programs.
- Career pathing and succession planning.
- Aligning competencies with organizational strategy.

Unit 5:

Evaluating and Refining Competency Frameworks:

- Methods for assessing the effectiveness of competency frameworks.
- Gathering and analyzing feedback from stakeholders.
- Updating and refining competency models.
- Addressing challenges and resistance.
- Best practices for ongoing framework maintenance and improvement.