

# aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-033

## Certificate in Competency Development and Implementation

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# Course content

## Why Attend

Organizations that consistently perform at a high level are those that clearly define, develop, and manage the competencies required for success. Competency frameworks provide a structured approach to aligning employee capabilities with organizational goals, improving performance, and supporting talent development.

Without well-defined competencies, organizations often face challenges in recruitment, performance management, and employee development.

## Course Methodology

- Real-world competency framework case studies
- Interactive workshops and group discussions
- Hands-on exercises in competency mapping and design
- Scenario-based implementation planning
- Practical tools and templates for workplace use

## Course Objectives

- Understand the principles of competency-based management
- Develop competency frameworks aligned with business strategy
- Identify core, functional, and leadership competencies
- Apply competencies in recruitment, performance management, and training
- Design competency-based assessment methods
- Implement and manage competency frameworks effectively

## Target Audience

- This course is suitable for:
- HR Managers and HR Business Partners
- Organizational Development Specialists

# Course outline

## Detailed course outline

Day-by-day outline for Certificate in Competency Development and Implementation.

### Day 1 - Foundations of Competency-Based Management

- Introduction to competency concepts and frameworks
- Types of competencies (core, functional, leadership)
- Role of competencies in organizational success
- Linking competencies with business strategy
- Benefits of competency-based approaches
- Overview of competency models and standards

### Day 2 - Competency Identification and Mapping

- Techniques for identifying competencies
- Job analysis and role profiling
- Developing competency dictionaries
- Behavioral indicators and proficiency levels
- Mapping competencies to roles and functions
- Practical exercise: competency mapping

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### Day 3 - Competency-Based Applications in HR

- Using competencies in recruitment and selection
- Competency-based performance management
- Training and development aligned with competencies
- Career development and succession planning
- Assessment centers and evaluation methods
- Case study: applying competencies in HR processes

### Day 4 - Implementing Competency Frameworks

- Designing implementation strategies
- Change management in competency adoption
- Communicating competency frameworks to stakeholders
- Integrating competencies into HR systems
- Overcoming implementation challenges
- Practical workshop: implementation planning

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### Day 5 - Monitoring, Evaluation, and Continuous Improvement

- Measuring effectiveness of competency frameworks
- Performance metrics and KPIs
- Continuous improvement strategies
- Aligning competencies with evolving business needs
- Best practices in competency management
- Final case study and action planning

# Seminar dates

## Available seminar dates

Live dates and pricing for Certificate in Competency Development and Implementation generated from the course details page.

Date	Location	Format	Fee
8 - 12 June 2026	London	Classroom	€2,975
6 - 10 July 2026	Amsterdam	Classroom	€2,975
10 - 14 August 2026	Paris	Classroom	€3,150
31 August - 4 September 2026	Munich	Classroom	€2,415
14 - 18 September 2026	London	Classroom	€2,975
5 - 9 October 2026	Barcelona	Classroom	€2,975
16 - 20 November 2026	Amsterdam	Classroom	€2,940

**Live online option**

Online delivery is available at €1,250.