

HUMAN RESOURCES AND TRAINING | HRT-075

Competency-Based Management Training

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Course content

Why Attend

Overview

Why Attend

Course Methodology

- Interactive lectures and group discussions.
- Case studies and real-world examples.
- Hands-on workshops and practical exercises.
- Self-assessment and action planning sessions.

Course Objectives

- Understand the principles of competency-based management.
- Develop and implement competency frameworks aligned with organizational goals.
- Integrate competency models into recruitment, development, and appraisal processes.
- Measure and evaluate the effectiveness of competency-based systems.

Target Audience

- HR professionals and managers.
- Learning and development specialists.
- Team leaders and supervisors.
- Organizational development consultants.

Course outline

Detailed course outline

Day-by-day outline for Competency-Based Management Training.

Day 1 - Introduction to Competency-Based Management

- 09:00-10:30 | Defining competencies and their role in management.
- 10:30-11:00 | Benefits of competency-based approaches.
- 11:00-11:30 | Coffee break
- 11:30-12:30 | Benefits of competency-based approaches. (continued)
- 12:30-14:00 | Key components of competency frameworks.

Day 2 - Designing Competency Frameworks

- 09:00-10:30 | Identifying core and functional competencies.
- 10:30-11:00 | Aligning competencies with organizational strategy.
- 11:00-11:30 | Coffee break
- 11:30-12:30 | Aligning competencies with organizational strategy. (continued)
- 12:30-14:00 | Methods for competency mapping and analysis.

Day 3 - Integrating Competencies into HR Processes

- 09:00-10:30 | Recruitment and selection using competencies.
- 10:30-11:00 | Competency-based training and development plans.
- 11:00-11:30 | Coffee break
- 11:30-12:30 | Competency-based training and development plans. (continued)
- 12:30-14:00 | Performance evaluation based on competencies.

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Day 4 - Implementing and Managing Change

- 09:00-10:30 | Strategies for effective rollout of competency systems.
- 10:30-11:00 | Engaging stakeholders and securing buy-in.
- 11:00-11:30 | Coffee break
- 11:30-12:30 | Engaging stakeholders and securing buy-in. (continued)
- 12:30-14:00 | Overcoming resistance and ensuring sustainability.

Day 5 - Measuring and Sustaining Competency-Based Management

- 09:00-10:30 | Evaluating the impact of competency-based initiatives.
- 10:30-11:00 | Continuous improvement and feedback mechanisms.
- 11:00-11:30 | Coffee break
- 11:30-12:30 | Continuous improvement and feedback mechanisms. (continued)
- 12:30-14:00 | Action planning for ongoing competency management.

Seminar dates

Available seminar dates

Live dates and pricing for Competency-Based Management Training generated from the course details page.

Date	Location	Format	Fee
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No seminar dates are currently available.