



HUMAN RESOURCES AND TRAINING

Competency Based HR

Course code: HRT-074

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop Overview

- Gain a thorough understanding of competency frameworks in HR management.
- Enhance organizational performance through targeted talent strategies.
- Improve recruitment, development, and retention practices using competency models.
- Align workforce capabilities with business objectives for greater impact.

Why Attend

- Interactive lectures and case studies.
- Hands-on group exercises.
- Real-world scenario analysis.
- Practical tools and templates for immediate application.

Who Should Attend

HR managers and professionals.
Talent management specialists.
Learning and development practitioners.
Organizational development consultants.
Business leaders involved in HR decision-making.

— Learning Objectives

- Define and implement competency frameworks within HR processes.
- Integrate competency models into recruitment, development, and appraisal systems.
- Develop effective strategies for competency-based assessment and development.
- Measure the effectiveness of competency-based HR initiatives.

Course Outline

DAY
1

Introduction to Competency-Based HR

- Understanding the concept and significance of competencies.
- Exploring competency models and frameworks.
- Linking competencies to organizational strategy.

DAY
2

Designing Competency Frameworks

- Steps to develop effective competency frameworks.
- Identifying core, functional, and leadership competencies.
- Engaging stakeholders in the design process.

DAY
3

Implementing Competency-Based Practices

- Integrating competencies into recruitment and selection.
- Competency-based interviewing techniques.
- Embedding competencies in onboarding and orientation.

DAY
4

Competency-Based Assessment and Development

- Designing assessment tools and methods.
- Linking competencies to performance management.
- Developing targeted learning and development programs.

DAY
5

Evaluating and Sustaining Competency-Based HR

- Measuring the impact of competency initiatives.
- Continuous improvement of competency frameworks.
- Ensuring sustainability and stakeholder buy-in.

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.