

Competency-Based Management Training

Course code: HRT-075



SPARK TRAINING

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

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— Workshop Overview

- Gain expertise in designing and implementing competency-based management systems.
- Enhance organizational performance through targeted talent development.
- Build a culture of accountability and continuous improvement.
- Improve employee engagement and retention by aligning roles with competencies.

Why Attend

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

Who Should Attend

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

— Learning 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.

— Course Outline

DAY
1

Introduction to Competency-Based Management

- Defining competencies and their role in management.
- Benefits of competency-based approaches.
- Key components of competency frameworks.

DAY
2

Designing Competency Frameworks

- Identifying core and functional competencies.
- Aligning competencies with organizational strategy.
- Methods for competency mapping and analysis.

DAY
3

Integrating Competencies into HR Processes

- Recruitment and selection using competencies.
- Competency-based training and development plans.
- Performance evaluation based on competencies.

DAY
4

Implementing and Managing Change

- Strategies for effective rollout of competency systems.
- Engaging stakeholders and securing buy-in.
- Overcoming resistance and ensuring sustainability.

DAY
5

Measuring and Sustaining Competency-Based Management

- Evaluating the impact of competency-based initiatives.
- Continuous improvement and feedback mechanisms.
- Action planning for ongoing competency management.

— 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.