

Competency & Value Development & Implementation

Duration: 5 Days

Language: en

Course Code: MG2-174

Objective

Upon completion of this course, participants will be able to:

- Understand and define the concepts of key competencies.
- Employ techniques to develop, design, and implement a comprehensive business competency framework system that addresses both technical and behavioural aspects.

- Conduct objective assessments of employees to identify discrepancies between their current competencies and the requirements of their roles, raising awareness to meet necessary standards.
- Formulate and articulate competency terms for the framework, encompassing both behavioural and technical dimensions.
- Utilise the competency framework for recruitment purposes and assessment identification and development, fostering a holistic approach to talent management.
- Ensure ongoing reviews and updates to align the competency framework with evolving organisational needs and industry trends.
- Establish a culture of continuous improvement and professional development within the organisation through strategically using the competency framework.

Audience

This course is designed for anyone responsible for designing a key competencies framework and managing employees based on talent and behaviours. It would be most beneficial for:

- Business Owners
- Managing Directors
- Operations Managers
- Heads of Departments
- Supervisors
- HR Professionals
- Administration Professionals
- Training & Development Managers
- Talent Managers
- Recruiters
- Change & Control Managers
- Onboarding Personnel

Training Methodology

This course uses a variety of adult learning styles to aid full understanding and comprehension. Participants will review several key competency frameworks based on various job roles to determine the levels of expertise required to take a company to the next level of success.
They can review real-world case studies on competency frameworks and see their effectiveness within global companies. They will then participate in role-playing activities to improve the communication of a competency framework implementation, selling the positive avenues to gain buy-in from stakeholders.

Summary

The design, development, and implementation of business competency frameworks are critical components of human resource management to align organisational goals with employee skills and performance. The process typically begins with the design phase, wherein businesses identify the key competencies necessary for success in various roles.

As a competency framework designer, you must analyse job requirements, organisational objectives, and industry trends. In the development stage, you must identify specific competency indicators and performance expectations involving stakeholders and employees.

The implementation phase brings the competency framework to life within the organisation. This includes integrating it into recruitment processes, performance appraisals, and employee development initiatives. Regular reviews and updates ensure the framework remains relevant in dynamic business environments, fostering a culture of continuous improvement and professional development. Your framework will be a strategic tool for the business to optimise talent management, enhance employee performance, and ultimately achieve organisational success.

Course Content & Outline

Section 1: Identification of Key Competencies for Major Job Roles

- Define key competencies for major job roles.
- Identify and assess essential competencies.
- Align competencies with specific positions.
- Integrate competencies into job descriptions.
- Design ongoing competency assessment frameworks.
- Implement strategies to bridge competency gaps.
- Evaluate the impact on job performance and organisational success.

Section 2: The Development of Your Competency Frameworks

- Explore the fundamentals of competency framework development.
- Analyse the strategic importance of personalised competency frameworks.
- Develop techniques for identifying key competencies within organisational contexts.
- Design and structure competency frameworks tailored to specific roles and objectives.

Section 3: The Implementation of Key Competencies & Ongoing Communication

- Implement effective communication strategies for promoting competency frameworks within the organisation.
- Implement key competencies effectively in diverse roles.
- Communicate the significance of competencies throughout the organisation.
- Establish processes for ongoing communication and reinforcement.
- Foster a culture of continuous improvement through regular evaluation.

Section 4: Behavioural Frameworks to Support Key Decisions

- The foundations of behavioural frameworks for decision-making.
- Behavioural frameworks in key employment decisions.
- Strategies for effective communication within the organisation.
- Adapt behavioural frameworks to evolving needs.
- Analyse the impact of behavioural factors on decision outcomes.

Section 5: Technical System Management & Data Gathering

- How to troubleshoot technical issues and ensure system reliability.
- Explore techniques for effective data gathering in a technical context.
- Enhance knowledge of data-gathering tools and methodologies.
- Apply best practices in technical system management to support organisational goals.

Section 6: Monitoring & Evaluation for Continuous Improvement

- Assess the impact of competency frameworks on employee performance and organisational success.
- Refine and adapt competency frameworks to evolving business needs and industry trends.
- Analyse the impact of key competencies on performance.
- Integrate feedback mechanisms for ongoing relevance.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership, Project Management

Tags

Competency, Value Development

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