

Competency Modelling in HRM

Toronto (Canada)

9 - 13 September 2024

UK Training

PARTNER



Competency Modelling in HRM

Code: HR28 From: 9 - 13 September 2024 City: Toronto (Canada) Fees: 5700 Pound

Introduction

Welcome to the advanced course on Competency Modelling in Human Resource Management HRM. In today's rapidly evolving business landscape, organizations are increasingly recognizing the importance of aligning their workforce with strategic goals and ensuring the development of key competencies. This course will provide you with a comprehensive understanding of competency modelling, equipping you with the skills to design and implement effective competency frameworks within your organization.

Course Objectives

- **Explore the Concept of Competency Modelling:** Gain a deep understanding of the concept of competency modelling and its relevance in HRM. Learn how to define competencies, differentiate between various competency types, and understand their applications in different organizational contexts.
- **Designing Competency Frameworks:** Learn the step-by-step process of designing competency frameworks that accurately reflect the skills, behaviors, and attributes required for success in specific roles or across the organization. Understand how to conduct job analysis, identify core competencies, and create competency dictionaries.
- **Competency Assessment Methods:** Discover a range of advanced assessment methods used to evaluate individual and organizational competencies. Explore techniques such as behavioral event interviewing, assessment centers, 360-degree feedback, and psychometric assessments. Understand how to select the most appropriate assessment methods based on organizational needs.
- **Competency-Based Talent Management:** Learn how to integrate competency models into talent management processes, including recruitment, selection, performance management, training, and development. Understand how competencies can be used to identify high-potential employees, create individual development plans, and facilitate succession planning.
- **Competency-Based Learning and Development:** Explore strategies for designing competency-based learning and development programs. Discover how to align training initiatives with competency requirements, develop competency-based curricula, and evaluate the effectiveness of competency-based training interventions.

Course Outline

Day 1

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board, with 'UK Training' in a smaller font above 'PARTNER' in a large, bold, black font.

UK Training
PARTNER

Introduction to Competency Modelling

- Understanding competencies and their role in HRM
- Types of competencies and their applications
- Benefits and challenges of competency modelling

Day 2

Designing Competency Frameworks

- Job analysis techniques for competency identification
- Defining core competencies and developing competency dictionaries
- Linking competencies to organizational strategy

Day 3

Competency Assessment Methods

- Behavioral event interviewing
- Assessment centers and simulations
- 360-degree feedback and multi-rater assessments
- Psychometric assessments for competency evaluation

Day 4

Competency-Based Talent Management

- Integrating competencies into recruitment and selection processes
- Performance management and competency-based appraisals
- Succession planning and identifying high-potential employees

Day 5

Competency-Based Learning and Development

- Aligning training initiatives with competency requirements
- Designing competency-based curricula and learning programs
- Evaluating the effectiveness of competency-based training

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles emanating from a point on the board.

UK Training
PARTNER

Blackbird Training Cities

Europe

izmir



Podgorica (Montenegro)



Stockholm (Sweden)



Lyon (France)



Copenhagen (Denmark)



Bordeaux (France)



Annecy (France)



Oslo (Norway)



Edinburgh (UK)



Glasgow (Scotland)



Malaga (Spain)



London (UK)



Istanbul (Turkey)



Amsterdam (Netherlands)



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Manchester (UK)



Milan (Italy)

USA & Canada



Los Angeles (USA)



Florida (USA)



Online



Boston (USA)



Washington (USA)



Miami (USA)



New York (USA)



Toronto (Canada)

UK Training
PARTNER

Blackbird Training Cities

Asia



Baku (Azerbaijan)



Maldives (Maldives)



Manila (Philippines)



Bali (Indonesia)



Bangkok (Thailand)



Beijing (China)



Moscow (Russia)
(Malaysia)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Dubai (UAE)



Kuala Lumpur



Jakarta (Indonesia)

Africa



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



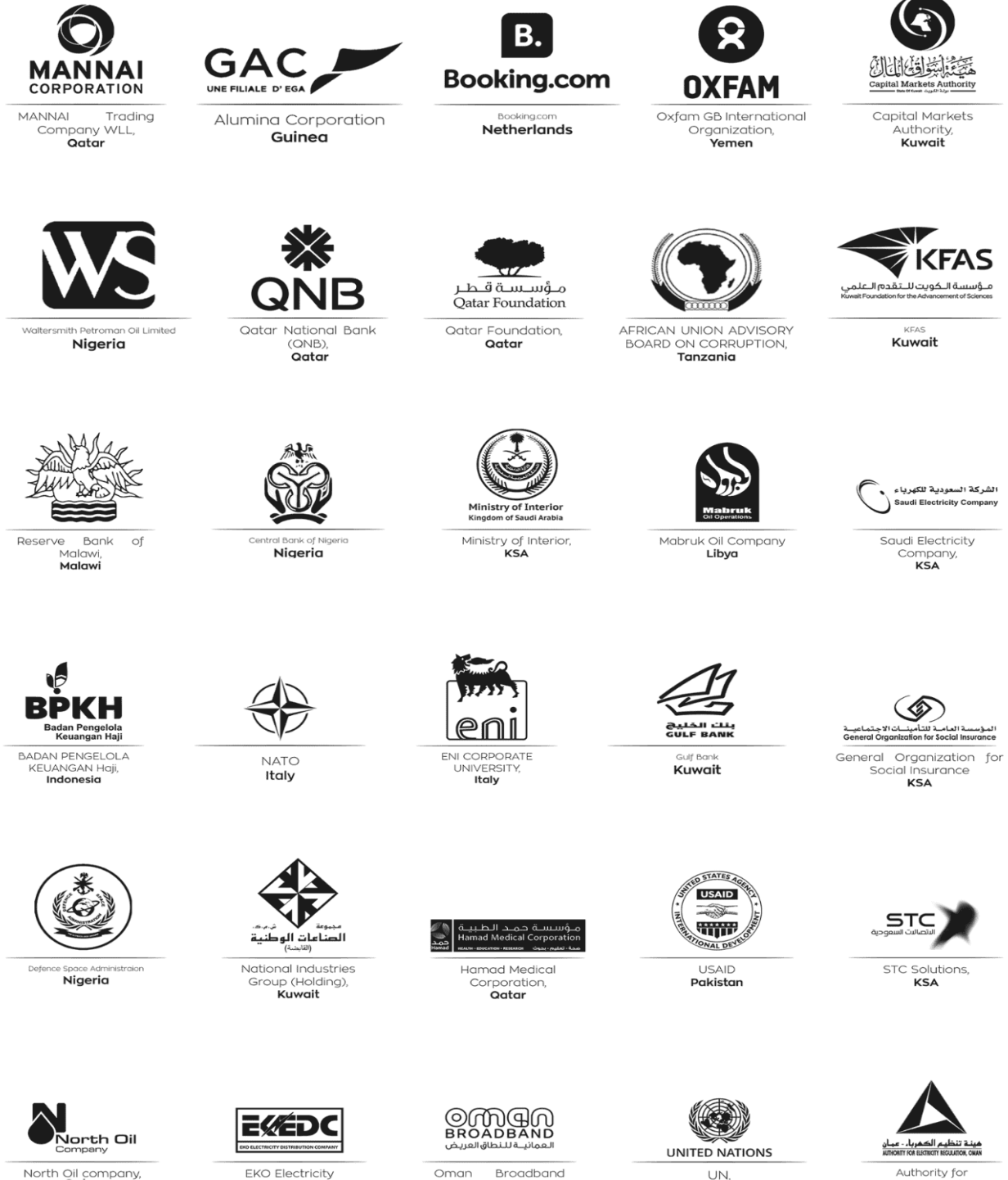
Casablanca (Morocco)



Tunis (Tunisia)

UK Training
PARTNER

Blackbird Training Clients



UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Refinement

Technical Courses

Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



International House 185 Tower Bridge
Road London SE1 2UF United Kingdom



+44 7401 1773 35
+44 7480 775526



training@blackbird-training.com



www.blackbird-training.com

UK Training

PARTNER

