

Competency Modelling in HRM

Lyon (France)

22 - 26 December 2025

UK Training

PARTNER



Competency Modelling in HRM

Code: HR28 From: 22 - 26 December 2025 City: Lyon (France) Fees: 4200 Pound

Introduction

Welcome to the Advanced Course on Competency Modeling in Human Resource Management HRM. In today's rapidly evolving business landscape, organizations increasingly recognize the value of aligning their workforce with strategic goals and fostering the development of key competencies. This course is designed to give you a comprehensive understanding of competency modeling, equipping you with the skills needed to design and implement effective competency frameworks within your organization.

Course Objectives

- Explore the Concept of Competency Modeling: Gain a deep understanding of competency models and their relevance in HRM. Learn what is a competency model, define competencies, distinguish between different types, and understand how to apply them in various organizational contexts.
- Designing Competency Frameworks: Learn how to develop a competency model that accurately reflects the skills, behaviors, and attributes required for success in specific roles or organization-wide. This includes conducting job analysis, identifying core competencies, and creating competency dictionaries.
- Competency Assessment Methods: Discover advanced methods for evaluating individual and organizational competencies, including behavioral event interviewing, assessment centers, 360-degree feedback, and psychometric assessments. Learn how to select assessment methods based on organizational needs.
- Competency-Based Talent Management: Understand how to integrate competency models into talent management processes, such as recruitment, selection, performance management, and development. Learn how to use competencies for identifying high-potential employees, creating development plans, and facilitating succession planning.
- Competency-Based Learning and Development: Explore strategies for designing competency-based learning programs. Learn to align training with competency requirements, develop competency-based curricula, and evaluate training effectiveness.

Course Outlines

Day 1: Introduction to Competency Modeling

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

Day 2: Designing Competency Frameworks

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) 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

- Job analysis techniques for competency identification
- Defining core competencies and creating competency models
- 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
- Competency-based performance appraisals
- Succession planning and identifying high-potential employees

Day 5: Competency-Based Learning and Development

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

Why Attend this Course: Wins & Losses!

- Gain a comprehensive understanding of what is a competency model and its applications in HRM.
- Learn the stages of competence model and how to apply them in real-world scenarios.
- Master the process of creating a competency model that aligns with organizational goals.
- Discover the benefits of competency model in improving employee performance and organizational success.
- Develop advanced competency assessment methods and integrate them into talent management.

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 and the text 'UK Training PARTNER' in a bold, sans-serif font.

UK Training
PARTNER

- Understand leadership competencies and how they contribute to organizational growth.

Conclusion

By the end of this advanced course, you will be equipped with the tools to create a competency model that supports your organization's strategic goals, improves HR management practices, and enhances leadership development. This course will empower you to effectively implement competency frameworks that boost employee performance and align organizational capabilities with market demands.

Get ready to dive into the world of competency modeling and discover how it can contribute to your organization's success in today's dynamic work environment!

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
Korea



Phuket (Thailand)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Seoul (South)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFAS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
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 Elevation

Technical Courses

Artificial Intelligence (AI)
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

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

