

Competency Modelling in HRM

Tokyo (Japan)

9 - 13 March 2026

UK Training

PARTNER



Competency Modelling in HRM

Code: HR28 From: 9 - 13 March 2026 City: Tokyo (Japan) Fees: 5700 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, including a king and pawns, arranged on it. The text 'UK Training PARTNER' is overlaid on the image.

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 gold pawn 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)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)
(Switzerland)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich



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 Trading
Company WLL,
Qatar



Alumina Corporation
Guinea



Booking.com
Netherlands



Oxfam GB International
Organization,
Yemen



Capital Markets
Authority,
Kuwait



Waltersmith Petroman Oil Limited
Nigeria



Qatar National Bank
(QNB),
Qatar



Qatar Foundation,
Qatar



AFRICAN UNION ADVISORY
BOARD ON CORRUPTION,
Tanzania



KFAS
Kuwait



Reserve Bank of
Malawi,
Malawi



Central Bank of Nigeria
Nigeria



Ministry of Interior,
KSA



Mabruk Oil Company
Libya



Saudi Electricity
Company,
KSA



BADAN PENGELOLA
KEUANGAN Haji,
Indonesia



NATO
Italy



ENI CORPORATE
UNIVERSITY,
Italy



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 Solutions,
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS
UN.



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

