

## Developing Organizational Competence

*Manchester (UK)*

*13 - 17 January 2025*

UK Training

# PARTNER



## Developing Organizational Competence

Code: LM28 From: 13 - 17 January 2025 City: Manchester (UK) Fees: 4400 Pound

### Introduction

This training course is designed to help organizations improve their overall effectiveness by developing essential skills, knowledge, and capabilities. It emphasizes the enhancement of leadership, teamwork, communication, and innovation across the organization. By cultivating a highly skilled workforce and nurturing a culture of continuous improvement, participants will learn how to create an agile, high-performing organization that can successfully achieve its strategic objectives.

### Course Objectives

By the end of this course, participants will be able to:

- Grasp the key elements of organizational competence and understand its critical role in achieving success.
- Develop strategies for assessing and strengthening competence at the individual, team, and organizational levels.
- Improve leadership, communication, and collaboration skills to drive organizational performance.
- Foster a culture of continuous learning and innovation to support long-term growth.
- Create an actionable plan to promote competence development within their organization.

### Course Outlines

#### Day 1: Introduction to Organizational Competence

- What is Organizational Competence?  
Defining organizational competence and recognizing its importance for organizational success.
- Components of Organizational Competence  
Identifying the skills, knowledge, processes, and resources essential for organizational excellence.
- Assessing Organizational Competence  
Tools and techniques to evaluate the current levels of competence within an organization.
- The Role of Leadership in Building Competence  
How leadership influences and supports competence development across all levels of the organization.
- Barriers to Developing Competence  
Common challenges and obstacles organizations face in developing and sustaining competence.

#### Day 2: Developing Individual Competence

- Identifying Key Competencies for Employees  
Understanding the skills, behaviors, and knowledge needed for individual high performance.
- Competency Models and Frameworks  
Introduction to competency models and their role in guiding professional development.

A graphic of a chessboard with several chess pieces (a king, a pawn, and a knight) on it, set against a background of concentric circles.

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- **Developing Skills and Expertise**  
Strategies for continuous learning and personal development to improve individual competence.
- **Performance Appraisals and Feedback**  
Using performance reviews effectively to assess and enhance competencies.
- **Creating Personalized Development Plans**  
Designing individual action plans to address skill gaps and foster ongoing personal growth.

### Day 3: Building Team Competence

- **The Importance of Team Competence**  
Understanding how effective teamwork and collaboration contribute to organizational success.
- **Team Roles and Responsibilities**  
Aligning team capabilities with organizational goals to maximize performance.
- **Effective Communication and Collaboration**  
Enhancing team competence through communication strategies and conflict resolution techniques.
- **Building High-Performing Teams**  
Best practices for creating teams based on trust, accountability, and mutual support.
- **Training and Development for Teams**  
How to design and implement effective team training programs to boost competence.

### Day 4: Organizational Culture and Competence

- **The Role of Organizational Culture**  
How an organization's culture shapes and influences competence development and performance.
- **Creating a Learning Culture**  
Encouraging a culture of continuous improvement, innovation, and knowledge sharing.
- **Encouraging Innovation and Adaptability**  
Building an organization that thrives on resilience, innovation, and the ability to adapt to change.
- **Leadership Development and Succession Planning**  
Cultivating future leaders and ensuring continuity in leadership to maintain organizational competence.
- **Aligning Strategy and Competence**  
Ensuring that an organization's strategic objectives are supported by the necessary competencies.

### Day 5: Measuring and Sustaining Organizational Competence

- **Key Performance Indicators KPIs for Competence**  
Identifying how to track and measure competence across the organization.
- **Assessing Competence Gaps**  
Tools and methodologies for detecting and addressing competence gaps within the organization.
- **Sustaining Competence Development**  
Strategies for maintaining and advancing competence in a constantly evolving business environment.
- **Evaluating Training and Development Programs**  
Methods for assessing the effectiveness of training initiatives and ensuring they contribute to competence.
- **Creating an Action Plan for Organizational Competence**  
Developing a practical action plan to enhance and sustain organizational competence over time.

The logo for UK Training Partner features the text 'UK Training' in a smaller, black sans-serif font above the word 'PARTNER' in a large, bold, black sans-serif font. The text is positioned on a white and grey checkered chessboard background. In the foreground, several chess pieces are visible: a silver pawn, a silver knight, and a gold king, all set against a background of concentric white circles.

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