

Developing Organizational Competence

Cape Town (South Africa)

1 - 5 September 2025

UK Training

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Developing Organizational Competence

Code: LM28 From: 1 - 5 September 2025 City: Cape Town (South Africa) Fees: 3300 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 decorative graphic at the bottom right of the page shows a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on a checkered surface. The text 'UK Training PARTNER' is overlaid on the board.

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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.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the right side of the board.

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 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



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