BLACKBIRD FOR TRAINING

Competency Modelling in HRM

6 – 10 September 2027
Paris (France)



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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

- 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.
- 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!

