

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-033

Certificate in Competency Development and Implementation

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Course content

Why Attend

Organizations that consistently perform at a high level are those that clearly define, develop, and manage the competencies required for success. Competency frameworks provide a structured approach to aligning employee capabilities with organizational goals, improving performance, and supporting talent development.

Without well-defined competencies, organizations often face challenges in recruitment, performance management, and employee development.

Course Methodology

- Real-world competency framework case studies
- Interactive workshops and group discussions
- Hands-on exercises in competency mapping and design
- Scenario-based implementation planning
- Practical tools and templates for workplace use

Course Objectives

- Understand the principles of competency-based management
- Develop competency frameworks aligned with business strategy
- Identify core, functional, and leadership competencies
- Apply competencies in recruitment, performance management, and training
- Design competency-based assessment methods
- Implement and manage competency frameworks effectively

Target Audience

- This course is suitable for:
- HR Managers and HR Business Partners
- Organizational Development Specialists

Course outline

Detailed course outline

Day-by-day outline for Certificate in Competency Development and Implementation.

Day 1 - Foundations of Competency-Based Management

- Introduction to competency concepts and frameworks
- Types of competencies (core, functional, leadership)
- Role of competencies in organizational success
- Linking competencies with business strategy
- Benefits of competency-based approaches
- Overview of competency models and standards

Day 2 - Competency Identification and Mapping

- Techniques for identifying competencies
- Job analysis and role profiling
- Developing competency dictionaries
- Behavioral indicators and proficiency levels
- Mapping competencies to roles and functions
- Practical exercise: competency mapping

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Day 3 - Competency-Based Applications in HR

- Using competencies in recruitment and selection
- Competency-based performance management
- Training and development aligned with competencies
- Career development and succession planning
- Assessment centers and evaluation methods
- Case study: applying competencies in HR processes

Day 4 - Implementing Competency Frameworks

- Designing implementation strategies
- Change management in competency adoption
- Communicating competency frameworks to stakeholders
- Integrating competencies into HR systems
- Overcoming implementation challenges
- Practical workshop: implementation planning

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Day 5 - Monitoring, Evaluation, and Continuous Improvement

- Measuring effectiveness of competency frameworks
- Performance metrics and KPIs
- Continuous improvement strategies
- Aligning competencies with evolving business needs
- Best practices in competency management
- Final case study and action planning

Seminar dates

Available seminar dates

Live dates and pricing for Certificate in Competency Development and Implementation generated from the course details page.

Date	Location	Format	Fee
8 - 12 June 2026	London	Classroom	€2,975
6 - 10 July 2026	Amsterdam	Classroom	€2,975
10 - 14 August 2026	Paris	Classroom	€3,150
31 August - 4 September 2026	Munich	Classroom	€2,415
14 - 18 September 2026	London	Classroom	€2,975
5 - 9 October 2026	Barcelona	Classroom	€2,975
16 - 20 November 2026	Amsterdam	Classroom	€2,940

Live online option

Online delivery is available at €1,250.