

A woman with long brown hair, wearing a green polo shirt, is looking down at a document held by another person. The background shows a modern office with large windows and a blurred cityscape.

aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-074

Competency Based HR

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Course content

Why Attend

Competency-based frameworks, recruitment methodologies, and performance management practices empower HR professionals to define success metrics, align behaviors, and drive organizational productivity.

Designed specifically for professional human resources managers, talent acquisition specialists, and organizational developers, the comprehensive course spans five intensive days filled with competency framework exploration, recruitment alignment implementation, and culture development execution.

Course Methodology

- Interactive lectures and case studies.
- Hands-on group exercises.
- Real-world scenario analysis.
- Practical tools and templates for immediate application.

Course Objectives

- Define and implement competency frameworks within HR processes.
- Integrate competency models into recruitment, development, and appraisal systems.
- Develop effective strategies for competency-based assessment and development.
- Measure the effectiveness of competency-based HR initiatives.

Target Audience

- HR managers and professionals.
- Talent management specialists.
- Learning and development practitioners.
- Organizational development consultants.

Course outline

Detailed course outline

Day-by-day outline for Competency Based HR.

Day 1 - Introduction to Competency-Based HR

- Understanding the concept and significance of competencies.
- Exploring competency models and frameworks.
- Linking competencies to organizational strategy.

Day 2 - Designing Competency Frameworks

- Steps to develop effective competency frameworks.
- Identifying core, functional, and leadership competencies.
- Engaging stakeholders in the design process.

Day 3 - Implementing Competency-Based Practices

- Integrating competencies into recruitment and selection.
- Competency-based interviewing techniques.
- Embedding competencies in onboarding and orientation.

Day 4 - Competency-Based Assessment and Development

- Designing assessment tools and methods.
- Linking competencies to performance management.
- Developing targeted learning and development programs.

Course outline

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Day 5 - Evaluating and Sustaining Competency-Based HR

- Measuring the impact of competency initiatives.
- Continuous improvement of competency frameworks.
- Ensuring sustainability and stakeholder buy-in.

Seminar dates

Available seminar dates

Live dates and pricing for Competency Based HR generated from the course details page.

Date	Location	Format	Fee
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