# Competencies Design Development and Implementation Course

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Amsterdam (Netherlands)



# Competencies Design Development and Implementation Course

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## Why This Course

Organizations today need clear, consistent standards to define what good performance looks like. Competency frameworks provide that structure—helping align employee capabilities with business goals, improve talent decisions, and create a common language across all HR functions.

This intensive 1-week program is designed to help HR professionals and managers build and implement effective competency frameworks from the ground up. It combines practical tools with structured methodologies, enabling participants to design competency models that drive performance, support development, and strengthen organizational capability.

## What You'll Learn and Practice

By joining this program, you will:

- Understand the value of competency-based approaches in HR.
- Design competency frameworks aligned with organizational strategy.
- Develop clear competency models with defined proficiency levels.
- Integrate competencies into key HR processes.
- Evaluate and continuously improve competency frameworks.

## The Program Flow

### Day 1: Foundations of Competency-Based HR

- Understanding what competencies are and why they matter.
- Exploring different types of competencies and framework structures.
- Aligning competencies with organizational goals.
- Identifying benefits and common challenges in implementation.

### Day 2: Designing Competency Frameworks

- Conducting job analysis and mapping required competencies.
- Identifying core, functional, and role-specific competencies.
- Creating clear competency definitions and profiles.
- Developing behavioral indicators and proficiency levels.



### Day 3: Developing Comprehensive Competency Models

- Building competency libraries and structured dictionaries.
- Designing tools for competency assessment.
- Creating competency-based job descriptions.
- Integrating both technical and behavioral competencies.

### Day 4: Implementing Competency Frameworks

- Applying competencies in recruitment and selection processes.
- Using competencies to enhance performance management systems.
- Aligning learning and development initiatives with competencies.
- Supporting career development and succession planning.

### Day 5: Evaluating and Refining Competency Models

- Measuring the effectiveness of competency frameworks.
- Gathering feedback from stakeholders and improving adoption.
- Updating and maintaining competency models over time.
- Exploring emerging trends in competency-based HR practices.

## Individual Impact

- Strengthen your ability to design structured competency frameworks.
- Enhance your skills in job analysis and competency mapping.
- Improve your approach to performance and talent management.
- Build confidence in implementing organization-wide HR frameworks.

## Organizational Impact

- Create a clear and consistent standard for performance across roles.
- Improve recruitment, development, and evaluation processes.
- Strengthen alignment between employee capabilities and business goals.
- Support long-term talent development and succession planning.

## Training Methodology

This program focuses on practical application through:

- Interactive workshops and group exercises.
- Real-world case studies and HR scenarios.
- Hands-on development of competency frameworks and tools.
- Templates and resources for immediate workplace use.



## Beyond the Course

By the end of this program, participants will be equipped with the tools and expertise to design and implement competency frameworks that deliver real value.

They will return ready to:

- Build a tailored competency framework for their organization.
- Develop competency-based job descriptions and interview guides.
- Design assessment tools for performance evaluation.
- Implement competencies across HR processes to support growth and performance.

**This course enables organizations to move toward a more structured, transparent, and performance-driven approach to managing talent.**

