



Developing Competency Framework & Conducting Competency Assessment Course



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Developing Competency Framework & Conducting Competency Assessment Course Overview:

This course is meticulously designed to equip HR professionals, managers, and organizational development practitioners with the skills needed to develop a comprehensive competency framework and conduct effective competency assessments within their organizations. It offers a deep dive into understanding, identifying, and applying behavioral competencies across various organizational roles, enhancing the alignment between individual performance and strategic business goals. Participants will learn how to create a tailored competency framework, identify competency gaps, and develop strategies for competency assessment and enhancement, ensuring a robust foundation for talent management and development initiatives.

Target Audience:

- HR professionals and managers
- Organizational development practitioners
- Talent management specialists
- Business leaders and executives

Targeted Organizational Departments:

- Human Resources
- Talent Development and Management
- Organizational Development
- Leadership and Executive Management

Targeted Industries:

- All industries seeking to improve organizational performance and employee development, including but not limited to:
 - Healthcare
 - Technology
 - Finance and Banking
 - Education
 - Public Sector



Course Offerings:

By the end of this course, participants will master:

- Foundations of Competency Framework Development
- Techniques for Conducting Competency Assessments
- Strategies for Identifying and Addressing Competency Gaps
- Best Practices for Integrating Competency Models into HR Processes
- Approaches for Linking Competencies with Business Objectives and KPIs

Training Methodology:

The course adopts a blend of theoretical lectures and practical applications, utilizing case studies and real-world examples to ensure an interactive learning environment. Through group discussions, feedback sessions, and hands-on activities, participants will engage in a comprehensive learning experience that fosters practical application of knowledge in their real-life work settings.

Course Toolbox:

- Theoretical lectures and presentations
- Group discussions and workshop sessions
- Case studies and practical exercises
- Training materials and assessment tools
- Interactive activities and practical applications

Course Agenda:

Day 1: Understanding Behavioral Competencies in Job Analysis and Performance Evaluation

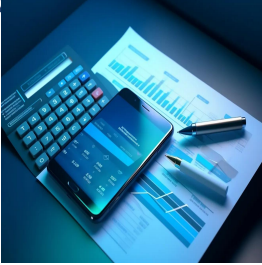
- **Topic 1:** Introduction to Behavioral Competencies and Their Importance in Social Service
- **Topic 2:** The Role of Behavioral Competencies in Job Analysis
- **Topic 3:** Integrating Behavioral Competencies into Performance Evaluation
- **Topic 4:** Strategies for Measuring Competencies During Employment
- **Reflection & Review:** Recap of Behavioral Competencies in Professional Evaluation and Job Analysis

Day 2: Identifying Competency Gaps through Behavioral Indicators

- **Topic 1:** Overview of a Competency Dictionary and Its Classification
- **Topic 2:** Identifying Core, Enabling, Functional, and Managerial Competencies
- **Topic 3:** Linking Behavioral Indicators with Functional and Managerial Competencies
- **Topic 4:** Assessing Competency Gaps through Behavioral Indicators
- **Reflection & Review:** Reviewing the Process of Identifying and Classifying Competency Gaps

Training Course Categories

Day 3: Developing Behavioral Indicators for Different Types of Competencies



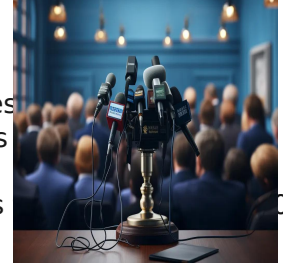
Finance and Accounting Training Courses



Agile PM and Project Management Training Courses



Certified Courses By International Bodies



Communication and Public Relations Training Courses

Day 4: Competency Management for Career Progression

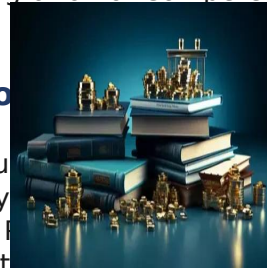
- **Topic 1:** Succession and Replacement Planning Using Competencies
- **Topic 2:** The Role of Competencies in Promotion, Succession, and Replacement
- **Reflection & Review:** Reflecting on the Integration of Competencies in Career Development



Data Analytics Training and Data Science Courses



Environment & Sustainability Training Courses

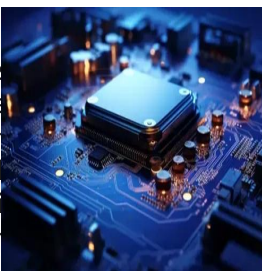


Governance, Risk and Compliance Training Courses



Human Resources Training and Development Courses

How This Course is Different from Other Behavioral Competencies Development Courses:



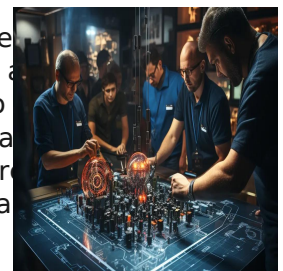
IT Security Training & IT Training Courses



Leadership and Management Training Courses



Legal Training, Procurement and Contracting Courses



Maintenance Training and Engineering Training Courses



Training Course Categories



Marketing, Customer Relations, and Sales Courses



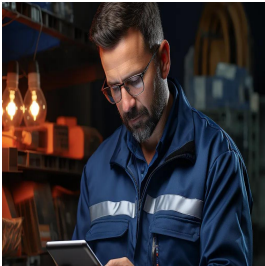
Occupational Health, Safety and Security Training Courses



Oil & Gas Training and Other Technical Courses



Personal & Self-Development Training Courses



Quality and Operations Management Training Courses



Secretarial and Administration Training Courses



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Training Cities



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Amsterdam - Netherlands



Baku - Azerbaijan



Bali - Indonesia



Bangkok - Thailand



Barcelona - Spain



Cairo - Egypt



Cape town - South Africa



Casablanca - Morocco



Doha - Qatar



Dubai - UAE



Geneva - Switzerland



Istanbul - Turkey



Jakarta - Indonesia



Johannesburg - South Africa

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Kuala Lumpur - Malaysia



Langkawi - Malaysia



London - UK



Madrid - Spain



Manama - Bahrain



Milan - Italy



Nairobi - Kenya



Paris - France



Phuket - Thailand



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Sharm El-Sheikh - Egypt



Tbilisi - Georgia



Tokyo - Japan



Vienna - Austria



Zanzibar - Tanzania



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**Zoom - Online
Training**

WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



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CONTACT US

 UAE, Dubai Investment Park First

 +971585964727
+447700176600

 sales@agile4training.com