

COMPETENCY MANAGEMENT

Dates: Flexible

Venue: Aberdeen/London UK, Duration: 2 Weeks

DESCRIPTION:

Competency frameworks are increasingly used by organisations for recruitment and selection, training and development, performance management and reward systems. This course provides an overview of the latest trends in the competency field and also enables participants to begin to refine their own competency framework.

Competency-based management also enable the realization of business strategy and provide a distinctive, enduring advantage for the organization.

COURSE OBJECTIVE:

This course is aimed at HR professionals, Senior Managers, Personnel and Training Executives in public and private sectors, seeking to improve their own skills and their organisation's success. Those who want to ensure coherent career and succession planning to raise individual, team, departmental and organisational performance levels.

CONTENTS:

- Job Competencies and Frameworks
- Implementation of Job Competencies and Frameworks
- Preparing Job Descriptions and People Specifications
- Job Analysis and Overview of Job Evaluation
- Implement competency-based organizational transformation and change strategies.
- Reengineer performance management processes with competencies that account for the highest performance variance.
- Assess and develop leadership competencies.
- Recruit and select top performers.
- Implement succession planning
- Link individual or team-based competencies with core competencies and strategic intent.
- Design and implement a comprehensive competency-based process.

LEARNING OUTCOME: By the end of the course participants will:

- Analyse and implement job competencies
- Evaluate the benefits and limitations of the competency approach
- Explain how to use competencies to design effective HR processes
- Understand competency based recruitment
- Apply competence management principles for improved performance
- Have an enhanced worker's perception about the organisation and promote employee retention.
- Be able to assist staff in the application of proper skills and competencies to consistently perform tasks