



## Developing a Competency Framework

**Competencies are a standard HR tool, but can you ensure your framework really meets the needs of your business? This workshop is designed to make it easy to set up or refresh effective competency frameworks, link them to your systems and successfully increase the performance capability of your organisation.**

### Objectives

The workshop enables participants to develop, adapt and use competencies that fit with their organisations' goals, capture the local culture and are fit for purpose. Developing a Competency Framework will help participant's organisations get the right people and support them, enabling the organisation to achieve its goals and realise its values. The workshop will help you:

- Enhance your knowledge of competency frameworks
- Develop substantial knowledge of how to produce and use competency frameworks
- Acquire skills in how to produce and use competency frameworks
- Assess the quality and value of support available to you from others

### Contents

Developing a Competency Framework covers the following areas:

- Creating a new competency framework
- Building on existing criteria to produce a framework
- Ensuring frameworks meet organisational needs
- Applying your competency frameworks to selection
- Applying your competency frameworks to performance management
- Applying your competency frameworks to training and development

### Methodology

Developing a Competency Framework is a two and a half day, facilitator-led workshop that capitalizes on the many undeniable benefits of classroom-based learning, such as face-to-face participant to participant and participant-to-facilitator interaction, true-to-life planning practices, and immediate in-person feedback. All core skills presented are augmented with various support tools that help participants hone their new skills and behaviours and more proactively develop their organizations.

### Target Group

Human resource professionals, organizational development staff, training and development personal.