Anderson
Executive Development Centre

# Designing & Implementing Competency Frameworks and Assessment Tools

Maximising the Return on Human Investment

| Date | Venue | Fees |
|---|---|---|
| 22 - 26 Dec 2019 | Dubai | $4,950 |
| 05 - 09 Apr 2020 | Dubai | $4,950 |
| 20 - 24 Dec 2020 | Dubai | $4,950 |

## Training Course Overview

Do you struggle with how to measure the value received from your human resources bill? Do you rely upon the varied opinions and judgement of others to determine success and effectiveness? The Return on Investment expected from the most expensive asset an organisation has, is too valuable to leave to chance, this programme provides participants with a process for defining and measuring the contribution of managers and employees against the requirements of the organisation. With the added value of providing a skills audit, skill and performance gaps, talent and potential spotting and evidence for structured rewards and recognition schemes.

Experiencing and working with everyday examples drawn from a wide range of organisations, competencies; models and tools of how to turn subjective judgement into tangible benefits, you will return to work with the clarity required to change the definition of “Good” into specific actions which deliver.

## Designed for

**This Anderson training course is suitable for a wide range of professionals who are involved in any aspect of the effective utilisation of managers and employees applying their knowledge skills and behaviours aligned to the organisations strategic goals and who want to understand, implement and improve the latest human capital management concepts, processes and ideas. For example:**

- Chief Executives
- Board Members
- Senior Managers
- Business owners
- HR directors
- HR professionals
- Business Consultant

## Training Course Objectives

**By attending this Anderson training course, delegates will be able to:**

- Defining what skills knowledge and most importantly behaviour, the organisation needs to achieve its Vision, Mission and Strategic Goals
- Provide a step-by-step guide to defining competencies and the evidence thereof
- Discuss & learn the practical application of competency frameworks through case studies & exercises
- Understand the range of technical & human risks associated with introducing competency frameworks and how they can be mitigated
- Develop an action plan to design and utilise competency frameworks in their own organisations, linking them to other related best practices such as competency-based recruitment; grading structures; talent management, and succession planning
- Measure benefits in terms of reduced attrition, better selection, higher engagement and motivation and increased ROI

## Training Course Outline

**Amongst a wide range of valuable topics, the following will be prioritised:**

- The role of competency frameworks
- Defining organisational competencies
- Developing frameworks
- Creating evidence-based criteria
- Applying to core groups and job families
- Implementing competency-based frameworks to generate results
- Assessing performance objectively using competency data and evidence indicators
- Embedding competency thinking across the business culture
- Utilising competency assessment in performance management, talent and succession planning
- Measuring and reporting on successful Return on Investment (ROI)

**The Certificate**

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course.

**REGISTER NOW**

+971 4 365 8363 info@anderson.ae
+971 4 360 4759 www.anderson.ae

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