



Designing & Implementing Competency Frameworks & Assessment Tools

Maximising the Return on Human Investment

► Upcoming Sessions

05-09 Aug 2024	London - UK	\$5,950
23-27 Dec 2024	Dubai - UAE	\$5,950
28 Apr-02 May 2025	Dubai - UAE	\$5,950
04-08 Aug 2025	London - UK	\$5,950
22-26 Dec 2025	Dubai - UAE	\$5,950

► Training Details

Training Course Overview

Are you struggling to quantify the value derived from your human resources investment? Do you find yourself relying on subjective opinions to gauge success and effectiveness? The Return on Investment for an organization's most valuable asset—their people—is too critical to leave to chance. This program offers participants a structured approach to define and measure the contributions of managers and employees against organizational requirements.

Participants will benefit from a skills audit, identification of skill and performance gaps, talent recognition, and evidence-based support for structured rewards and recognition programs. Drawing on diverse organizational examples and utilizing competency models and tools, this program transforms subjective assessments into tangible benefits. You will return to work with clear insights to translate the abstract concept of "success" into actionable strategies that drive results.

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

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 Details

Day One: The Role of Competency Frameworks

- ▶ What are competencies?
- ▶ What they are intended to do?
- ▶ Why the competency approach is needed
- ▶ Defining organisational competencies with business goals
- ▶ Links to Vision, Mission, Culture and Corporate Objectives

Day Two: Developing Competency-Based Frameworks

- ▶ Working with Stakeholders
- ▶ Communicating the intent
- ▶ Launching the project
- ▶ Securing employee buy-in
- ▶ Avoiding pitfalls
- ▶ Legal considerations

Day Three: Core Competencies and Criteria

- ▶ Converting the 'what' into the 'how'
- ▶ Examining successful skills
- ▶ Identifying Core or generic competencies
- ▶ Defining competency evidence
- ▶ Agreeing organisation norms
- ▶ Reaching management standards and consensus

Day Four: Assessment Tools - Design, Usage and Data Capture

- ▶ Designing Scales and weighting
- ▶ Observation and feedback methods
- ▶ Evidence-based assessment
- ▶ Automating the collection and measurement process
- ▶ Job Mapping - creating model profiles
- ▶ Appeals and disputes process

Day Five: Putting Competency Frameworks to use

- ▶ Analysis and Reporting of results
- ▶ Identifying weaknesses and potential competency gaps
- ▶ Talent identification
- ▶ Integrating with other HR processes
- ▶ Using competency evidence for organisational review
- ▶ Demonstrating ROI

▶ Accreditation

The use of this official seal confirms that this Activity has met HR



Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

► The Certificate

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course
- The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

► INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

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