



## Competency-Based Management

Predicting Future Performance for Organisational Success

### ► Upcoming Sessions

03-07 Jun 2024	London - UK	\$5,950
23-27 Sep 2024	Dubai - UAE	\$5,950
23-27 Dec 2024	Dubai - UAE	\$5,950
17-21 Feb 2025	Dubai - UAE	\$5,950

### ► Training Details

#### Training Course Overview

Competencies remove the guesswork out of performance management, recruitment and selection and learning and development. They are objective and clearly defined expectations of employee behaviour and remove any elements of personal bias or prejudice. How can competencies aid the development of the organisation in key area of recruitment and selection, promotion, retention and performance? This Anderson training course will show you the what, where, why and how of competencies and competence frameworks.

#### Training Course Objectives

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

- Use competencies to deliver real, qualified improvements in terms of productivity gains by using the techniques in a practical sense
- Understand the integrated process of implementing competency-based HR in your organization by applying the competency framework to basic HR functions, ensuring that the right people are in the right jobs and are developed and motivated in the right way
- Learn how competencies are the key elements in succession planning and the management of values

#### Designed For

**This Anderson training course is suitable for:**

- Those who want to learn the skills involved in improving relations at work, improving productivity or improving behaviour at work
- Those who are responsible for managing or supervising any type of person, group or team
- HR and Employee Relations professionals who are responsible for the design and delivery of competency-based HR programs

### ► Training Details

## Day One: Building the Business Case for Competency Management

- ▶ Understanding Competencies in the Organizational Context
- ▶ Major Benefits of Competency Management
- ▶ Assessment of Competency Management Readiness
- ▶ Defining the roles for Senior Management, Managers and HR
- ▶ Developing the Competency Project via the DDIR
- ▶ Alignment of Corporate Goals with Leadership, Core, Functional and Generic Competencies

## Day Two: Designing the Competency Project

- ▶ Introducing the DDIR Approach to the Competency Project
- ▶ The 4-step approach (DDIR) Checklist
- ▶ Adapting a competency framework for use in the value chain of core people related activities
- ▶ Defining and linking Competencies for Talent Management parameters
- ▶ Defining Core People and HR Activities for Competency Implementation
- ▶ Establishing Qualitative and Quantitative Measurements

## Day Three: Alignment of Competencies

- ▶ Application of Competencies in Recruitment and Selection
- ▶ Linking Performance with results – via Behavioural Based Reviews (BBI)
- ▶ Defining Competencies for Performance management
- ▶ Competencies within the performance management process
- ▶ Competency based approach with the Continuous Performance Feedback cycle
- ▶ Defining Ratings and Measurements that matter for proven results

## Day Four: Talent and Career Management

- ▶ The business case for a competency-based approach for Talent Management
- ▶ Using Competency Based Assessment Centres for Talent Identification
- ▶ Career Management and Succession Planning
- ▶ Building effective competency-based Learning and Development frameworks
- ▶ Linkages between Motivation, Performance and Results
- ▶ ROI from the Competency Framework in core implementations

## Day Five: Action Planning for Success

- ▶ Review of the Competency Management resolve
- ▶ Defining advanced applications of the Competency Framework
- ▶ Addressing Challenges with a committed Action Plan for Success
- ▶ Creating an effective Communication and Implementation Strategy
- ▶ Evaluating the 'What's Next' protocol for sustainability
- ▶ Review of Learning and Personal Action Planning

## ▶ 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:

Call us: +971 4 365 8363

Email: [info@anderson.ae](mailto:info@anderson.ae)

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

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