

Develop a Competency Framework

Date and duration
Training code : RH010EN Duration : 3 days Nombre d'heures : 28 heures
Body
The training days have a pragmatic focus and are based on concrete achievements: • Competency frameworks; preparation of the overall approach • Methodology for developing competency frameworks; practice sessions • Specific competency frameworks; practice sessions • Action plan for continuing the project
Objectifs
Training Objectives • Identify the approach and key steps for developing job/competency frameworks for an organization • Adapt the methodology to create competency frameworks effectively • Assess the progress of your organization's project and define an action plan
Modalités d'évaluation
Practical Work
Pré-requis
This seminar is intended for HR professionals who have completed the HR02FR training.
Public
Any HR professional (CHRO, CFO, HR Project Manager, HR Officer, Personnel Manager) from various organizations (companies, associations, ministries, etc.).
Programme
General Presentation of Competency Frameworks • Participants' projects related to competency frameworks • Essential concepts and approaches to competency frameworks Preparation for building competency frameworks • Preparation for building competency frameworks

- Principles of job mapping
- Analysis of participants' job mappings
- Analysis of participants' job descriptions to prepare competency frameworks

Developing Competency Frameworks - Methodology and Practice

- Methodology for developing competency frameworks and practice sessions
- Presentation of the Competency Wheel model and the different types of competencies
- Step-by-step method for developing competency frameworks
- Participant practice using the proposed methodology
- Continued methodology and practice for developing competency frameworks

Competency Frameworks for Management and Executive Roles

- Approaches to competencies for managerial and executive positions
- Participant practice sessions

Competency Dictionaries and Competency Assessment

- Introduction to the competency dictionary
- Competency assessment
- Methods and processes for competency assessment
- Review of advantages and disadvantages of existing approaches
- Participant practice based on real cases

Action Plan for Each Organization

- Development of an action plan for each structure
- Diagnosis of each situation and setting priorities (technical aspects, project management)
- Development of a feasible action plan
- Building arguments for boards and governing bodies