



Competency Based Frameworks

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Introduction:

A competency framework defines the knowledge, skills, and attributes needed for people within an organization. Competencies have been defined in a variety of ways but most models include the elements of knowledge, abilities, skills, personal characteristics, behaviors and/or qualities that are linked to organizational objectives and are key to producing results. In this respect, the discipline of management and human resources had the tendency to describe competence to refer to what people need to do to perform a job and were concerned with effect and output rather than effort and input. Competency describes the behavior that lies behind competent performance, such as critical thinking or analytical skills, and described what people bring to the job. The intention is to develop a framework for the companies that are in accordance with the behaviors, qualifications and the culture of their employees.

Who should attend?

- Managers
- Supervisors
- Executives
- Anyone involved in competency based management techniques

Course Objectives:

- Develop rapport, trust and ethical relationships with employers and employees
- Accurately elicit and synthesize relevant information and perspectives of managers and other colleagues

- Accurately convey relevant information and explanations to managers and other professionals;
- Develop a common understanding on issues, problems and plans that the company faces in cooperation with the workers and employers
- Convey effective oral and written information about the performance of the company

Contents:

DAY 1:

- What are competence and competency frameworks?
- Basic principles of competency
- Developing a competency framework
- The practical use of competencies
- Strengths and weaknesses

DAY 2:

- Business plans, strategies, and objectives.
- Organizational principles
- Job descriptions
- Regulatory or other compliance issues
- Predictions for the future of the organization or industry
- Customer and supplier requirements

DAY 3:

- How to maintain and enhance professional activities through ongoing learning
- How to critically evaluate information and its sources, and apply this appropriately to corporate decisions
- How to facilitate the in service learning of employees

- How to contribute to the creation, dissemination, application, and translation of new market trends

DAY 4:

- Career growth across professions and career stages of the industry/ market involved
- Development of standards for best practice
- Interdisciplinary communications and interactions
- Peer and self-assessment of performance

DAY 5:

- Linkage to the business objectives
- Rewarding the competencies
- Providing coaching and external training
- Communicating with the other companies in the relevant field of activity