



*Training Course:
Competency-Based Human Resources
Management*

*30 November - 4 December 2026
London (UK)*

Training Course: Competency-Based Human Resources Management

Training Course code: HR236555 From: 30 November - 4 December 2026 Venue: London (UK) - Training Course Fees: 5775 € Euro

Introduction

This training program, Competency-Based Human Resources Management, is designed by Global Horizon Training Center GHTC to provide HR professionals and organizational leaders with the knowledge, methodologies, and practical tools required to implement competency-based HR systems that support organizational performance and workforce excellence. The program focuses on developing competency frameworks, integrating competencies into the entire employee lifecycle, and aligning human resources practices with organizational strategy to improve talent acquisition, performance, learning, and succession planning.

Objectives

By the end of this program, participants will be able to:

- Understand the principles and benefits of Competency-Based Human Resources Management.
- Design and develop competency frameworks aligned with organizational strategy.
- Apply competency models to recruitment, selection, and onboarding.
- Integrate competencies into performance management systems.
- Develop competency-based learning and career development plans.
- Support succession planning using competency assessment methodologies.
- Utilize competency assessments to improve workforce capability.
- Measure the effectiveness of competency-based HR initiatives.

Course Methodology

The program combines theory with practical application through:

- Interactive presentations
- Group discussions and workshops
- Practical competency mapping exercises
- Case studies and real-world examples
- Individual and team activities

- Best practice reviews
- Action planning and implementation exercises

Organizational Impact

Upon completion of this program, organizations will benefit from:

- Stronger alignment between HR strategy and business objectives
- Improved recruitment and selection decisions
- Enhanced employee performance and productivity
- Standardized competency frameworks across the organization
- Better leadership development and succession planning
- Increased employee engagement and career development opportunities
- More effective learning and development investments

Target Audience

This program is designed for:

- HR Directors and Managers
- Human Resources Business Partners
- Talent Management Professionals
- Organizational Development Specialists
- Learning and Development Managers
- Recruitment and Selection Professionals
- Performance Management Specialists
- Department Managers and Team Leaders

Course Outline

Day One: Foundations of Competency-Based HR Management

- Introduction to Competency-Based Human Resources Management
- Strategic role of competencies in organizational success
- Types of competencies: core, functional, technical, and leadership
- Competency frameworks and international best practices
- Aligning competencies with organizational strategy
- Competency architecture and governance
- HR transformation through competency-based systems

Day Two: Competency Framework Development

- Conducting competency analysis
- Identifying organizational competency requirements
- Building competency dictionaries
- Defining behavioral indicators and proficiency levels
- Competency mapping for different job families
- Job analysis using competency models
- Validating and maintaining competency frameworks

Day Three: Applying Competencies Across the Employee Lifecycle

- Competency-based recruitment and selection
- Competency-based interviewing techniques
- Competency assessment methods
- Competency-based onboarding
- Integrating competencies into performance management
- Competency-based performance appraisal
- Providing competency-focused feedback

Day Four: Learning, Development, and Career Management

- Competency gap analysis

- Developing Individual Development Plans IDPs
- Competency-based learning strategies
- Career pathing and career progression
- Leadership competency development
- Competency-based succession planning
- Coaching and mentoring using competency models

Day Five: Competency Measurement and Implementation

- Measuring competency effectiveness
- HR metrics and competency KPIs
- Competency assessment tools and technologies
- Change management for competency implementation
- Overcoming implementation challenges
- Developing an organizational competency roadmap
- Action planning, best practices, and course review

Registration form on the Training Course: Competency-Based Human Resources Management

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
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Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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