

DESIGNING & IMPLEMENTING COMPETENCY FRAMEWORKS AND ROI ASSESSMENT TOOLS MASTERCLASS



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LIVE ONLINE / CLASSROOM PROGRAM



ROI

COMPETENCE

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Course Overview

A competency framework' is a structure that sets out and defines each individual competency (such as problem-solving or people management) required by individuals working in an organisation or part of that organisation.

Organisations with the ability to maximise potential and talent will deliver higher profitability and greater investment.

This Designing & Implementing Competency Frameworks and Assessment Tools training masterclass delivers in-depth content covering the design, implementation, and application of Competency Frameworks to identify, train, develop and improve the return on investment achieved through the human resource. With Human Capital being one of the most expensive budget items, organizations with the ability to maximize potential and talent will deliver higher profitability and greater investment. Experiencing and working with everyday examples drawn from a wide range of organizations, competencies; models and tools of how to turn subjective judgment into tangible benefits, you will return to work with the clarity required to change the definition of "Good" into specific actions which deliver. The presence of Gen Z and Millennials in the workforce is raising the stakes for clear and accurate assessment of potential and the need for organizations to demonstrate opportunities for career progression to genuinely talented individuals.

Participants will be able to transfer the lessons learnt immediately upon return to work by designing and implementing a competency-based framework that delivers.



Join your professional community.

BECOME AN EXPERT

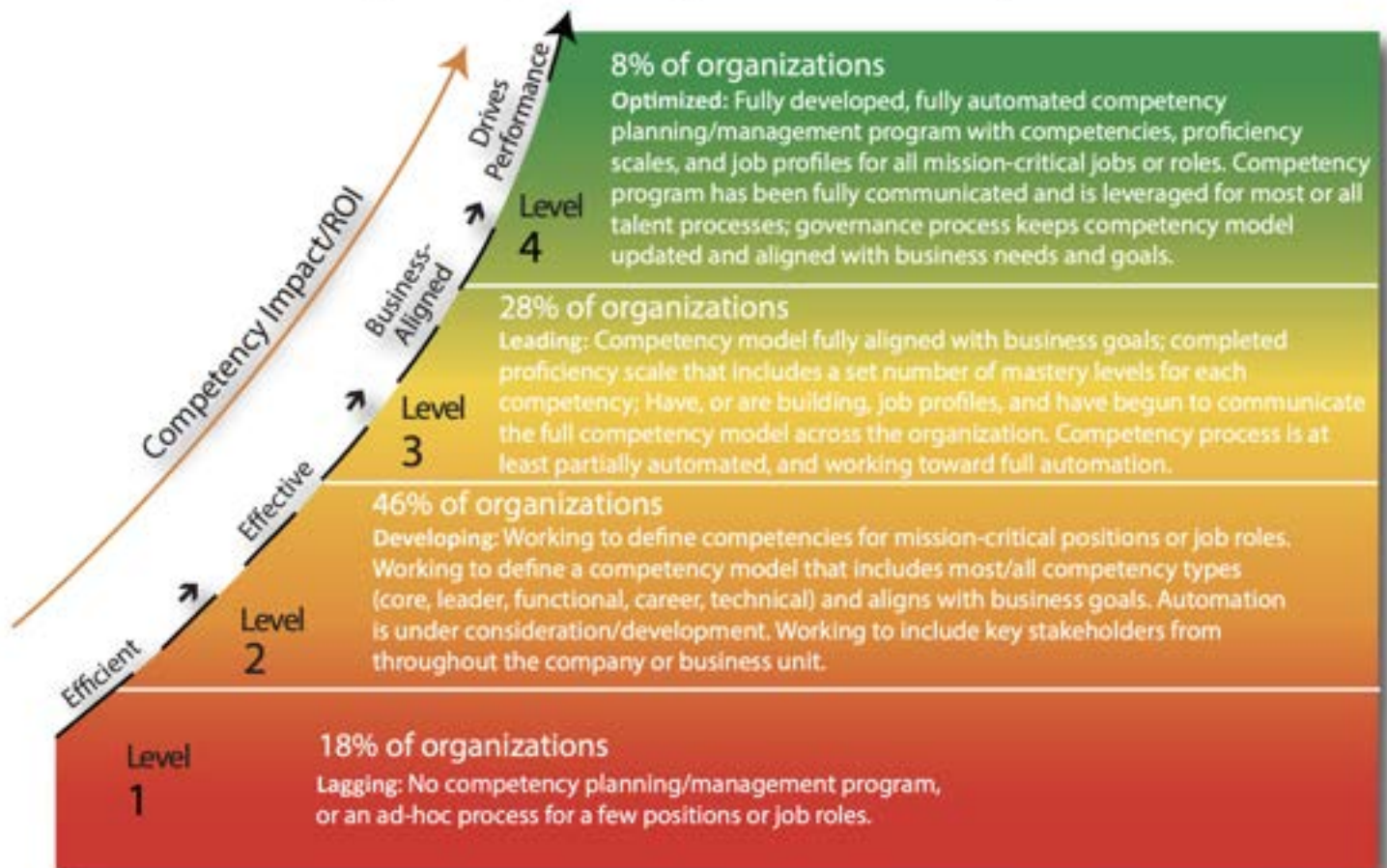
Benefits of Attending



- The role of competency frameworks
- Embedding competency thinking across the business culture
- Developed an action plan for implementation in the workplace
- Implementing competency-based frameworks to get results
- Explain competencies to their managers and supervisors
- Measuring and reporting on successful Return on Investment
- Developing a Training Strategy of those Using the System



Competency Management Maturity Model



After Attending This Course You Will Be Able To:

- Defining what skills knowledge and most importantly behaviour, the organisation needs to achieve its Vision, Mission and Strategic Goals
- Reviewed the uses of competency frameworks in the HR context
- Knowledge of Utilising the framework for recruitment, assessment identification and development purposes.
- Provide a step-by-step guide to defining competencies and the evidence thereof
- Show how the assessments play a part in helping their organization perform at a higher level
- 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
- Measure benefits in terms of reduced attrition, better selection, higher engagement and motivation and increased ROI
- Engage with management upon return to work to drive the process
- Described the process through which competencies are identified
- Reviewed the uses of competency frameworks in the HR context

AGENDA

Putting Competency Frameworks to use:

- Defining organisational competencies with business goals
- Links to Vision, Mission, Culture and Corporate Objectives
- Analysis and Reporting of results
- Identifying weaknesses and potential competency gaps
- Using competency evidence for organisational review
- Demonstrating ROI Utilising the Frameworks for Recruitment, Assessment and Development
- Implementation Strategy Plan
- Communication Plan to ensure Full Co-operation and Buy-in
- Developing a Training Strategy of those Using the System

Developing the Competency Framework System:

- Working with Stakeholders
- Communicating the intent
- Consideration of Assessment Factors
- Creating and Writing the Framework Terminology
- Examples of Frameworks: Keep It Simple
- Testing and Calibrating The Competency Framework
- Review the Framework: Continual Improvement

Behavioural Frameworks: Design and Development :

- Identification of the Behaviours to Measure
- Defining the Behavioural Competency Criteria and Levels
- Methods of Assessment and Utilisation: Psychometrics

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Assessment Tools – Technical

Frameworks: Design, Usage and Data Capture

- Designing Scales and weighting
- Observation and feedback methods
- Defining the Technical Behaviours to be Measured
- Measurement Methods, Levels and Assessment
- Technical Data Gathering and Assessment
- Competency Requirements of People to Assess
- Practical Assessment Exercise



ABOUT BIZENIUS

Our Live online Training feature international thought leaders presenting insight, ideas, and advice. The sessions provide timely and strategic information about the business of learning, current trends impacting workforce development, Digital Innovation, Financial and Risk management, healthy safety, best practices for the industry, and practical information on the latest tools and technology. All our programs are interactive, flexible, and timely, our online training opportunities deliver the content you need to advance your career in a format that works for today's changing industry.

WHY CHOOSE US

- **Return on Investment (ROI)** - Delegates can transform the learning into their day to day work
- **Customized and Tailed Program** - Our programs are tailored to the needs of the client and their participants.
- **Cost Effective Program** - Quality training with competitive pricing – helping you achieve results within your budget.
- **Flexible Scheduling** - Select your own dates and timing or go with a pre-scheduled session.
- **Learn from Leaders** - All our program is conceptualized developed and delivered by the market leaders.

BECOME A MEMBER

- Members save on every course they nominate
- Post training support by our experts
- Higher return on investment
- Perfectly balance long term learning program
- Carry forward the credit amount to next year
- Use membership for in house , classroom & live online training

Safety - Covid 19 (For Classroom Program)

Our number one priority is the safety of our delegates and colleagues, especially in the light of recent health concerns across the world. In addition to this, BIZENIUS adds a further layer of health and safety best practice standards and guidelines, that will be followed at our events wherever applicable and possible. These measures will focus around four key areas: cleaning and hygiene, communications, protect and detect and physical distancing. They're designed to provide you with confidence that at any of our event around the world, we're striving to provide the highest standards of safety, hygiene, cleanliness and quality.

CLASSROOM PROGRAM DELIVERY POST COVID 19:

- BIZENIUS would be providing a face mask for all the delegates and staff
- Sanitized Venue – We would get the meeting room sanitized on all the training days
- Thermal check of the delegates and staff before the start of the program on all the days
- Contact less provision of delivery material
- Social distancing - Limited number of delegates for classroom program

You can view our website for list of programs - [CLICK HERE](#)



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CLICK HERE

A large, diverse group of business professionals, including men and women of various ethnicities, are posed in several rows against a plain white background. They are dressed in formal business attire, such as suits, blouses, and skirts. The group is arranged in a way that fills the width of the slide, with some individuals standing slightly behind others to create depth. The overall impression is one of a large, unified corporate team.