

# Competency Based Management: Driving Organizational Success

28 December 2026 – 1 January 2027  
Paris (France)

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## Competency Based Management: Driving Organizational Success

**Ref:** 321915\_176403 **Date:** 28 December 2026 – 1 January 2027 **Location:** Paris (France) **Fees:** 5200 GBP

### Why This Course

In today's competitive business environment, organizations thrive when their people are equipped with the right skills, behaviors, and capabilities. Competency-based management provides a structured approach to align talent with strategic goals, enhance employee performance, and drive measurable business results.

The Competency-Based Management CBM Program is an intensive 5-day course designed to equip HR professionals, managers, and leaders with the knowledge and tools to design, implement, and leverage competency frameworks. Through practical exercises, real-world examples, and interactive workshops, participants will gain the skills to integrate CBM into their talent management practices effectively.

### What You'll Learn and Practice

By participating in this program, you will:

- Understand the fundamentals, benefits, and challenges of competency-based management.
- Design and implement competency frameworks aligned with organizational strategy and values.
- Apply competency-based approaches to key HR processes, including recruitment, performance management, and development.
- Develop effective strategies for competency assessment and employee growth.
- Create actionable plans for integrating CBM into your organization's talent management systems.

### The Program Flow

#### Day 1: Foundations of Competency-Based Management

- Introduction to Competency-Based Management CBM concepts.
- Understanding different types of competencies and their organizational impact.
- Exploring the benefits and challenges of implementing CBM.
- Aligning competencies with organizational strategy, values, and goals.

#### Day 2: Designing Competency Frameworks

- Step-by-step process for creating a competency framework.
- Identifying and defining core competencies critical to success.
- Developing behavioral indicators and proficiency levels for each competency.
- Validating and refining competency models to ensure relevance and effectiveness.

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### **Day 3: Implementing CBM in HR Processes**

- Applying competencies to recruitment and selection processes.
- Integrating competencies into performance management systems.
- Using competencies for learning and development initiatives.
- Leveraging competencies for career planning and succession management.

### **Day 4: Competency Assessment and Development**

- Methods and tools for assessing employee competencies.
- Designing competency-based assessment centers.
- Creating individual development plans for employee growth.
- Coaching and mentoring strategies to enhance competency development.

### **Day 5: Sustaining and Evolving CBM**

- Embedding CBM into organizational culture and daily practices.
- Measuring the impact and ROI of CBM initiatives.
- Adapting competency models to evolving business needs.
- Developing action plans for successful CBM implementation and sustainability.

## **Individual Impact**

Participants will:

- Develop a customized competency framework aligned with organizational goals.
- Gain strategies to enhance recruitment, performance management, and talent development.
- Acquire practical tools and techniques for competency assessment and employee growth.
- Create an actionable plan for implementing or improving CBM in their organization.

## **Work Impact**

Organizations will benefit from leaders and HR professionals who can:

- Align employee skills and behaviors with strategic objectives.
- Improve performance, engagement, and retention through competency-based practices.
- Embed CBM into organizational culture to drive sustainable results.
- Make informed decisions about talent development, succession, and career progression.

## **Training Methodology**

The program blends theory with hands-on application through:

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- Interactive workshops on competency design, assessment, and implementation.
- Real-world case studies and organizational examples.
- Practical exercises for creating frameworks and action plans.
- Peer discussions and reflective sessions to reinforce learning and application.

## Beyond the Course

Upon completion, participants will be ready to:

- Design and implement competency frameworks that drive organizational success.
- Integrate CBM into HR processes to enhance performance and development.
- Assess and develop employee competencies effectively.
- Lead initiatives that align talent management with strategic goals.

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