Competency Based Management: Driving Organizational Success

26 – 30 July 2027
Milan (Italy)



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Ref: 321915_176435 **Date:** 26 – 30 July 2027 **Location:** Milan (Italy) **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 1-week 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.



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:



- 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.

