

Competency-Based HR Management

Course Overview

This interactive course has been designed to give you an excellent overview of the best Competency-based HR Management approaches.

Moreover, building your skills and capabilities and providing you with the tools necessary to design and execute a precise Competency-based HR Management strategy to assure that the supply of talent is aligned with your strategic business objectives.

Course Outline

- Introduction
 - Understanding Competency-based HR Management
 - Talent Management Process
- Competency Model
 - What is Competency Modeling?
 - How Competency Models are Structured?
 - Developing a Competency Model
 - Competency-based Job Analysis
- Talent Acquisition “Hire hard...Manage easy!”
 - Personnel Planning
 - The Recruitment Process
 - Competency-based Interviews
- Talent Development
 - Competency-based Training and Development
 - Learning Management
 - ADDIE Model
- Talent Identification
 - Competency-based Performance Management
 - Nine box Matrix system
 - Talent Review Meeting
 - Succession Planning
 - Talent Pool-based Succession Planning
 - Succession Planning Candidate
- Talent Retention (Fostering Engagement)
 - The State of Being Engaged
 - Retention Strategies
 - Competency-based Pay
 - Employee Motivation
 - Flexible Work Arrangements

Training Methodology

This course is a highly interactive training course, providing each participant the opportunity to exchange views and learn from other’s experiences. Moreover, it includes a range of case studies, group guided discussions, workshops and exercises.

Learning Objectives

Upon completion of this course, participants will be able to:

- Apply the multifaceted aspects of competency-based HR management in their own organizations
- Describe the skills required to manage high potential candidates
- Recognize and foster talent within an organization
- Explain the principles of competency-based HR management
- Use the language for talent management
- Improve employee job satisfaction, engagement and retention

Who Should Attend

- CEO's
- Top and Middle Managers
- Human Resources Directors
- HR Managers
- Talent Management leaders

Course Duration: Three days from 9:00AM to 4:00PM

Registration Deadline: One week before the course date

Course Fees

- 2850 EGP (Registration is confirmed only upon payment)
- Fees include materials and attendance certificate
- Complimentary coffee breaks and light lunch

Course Venue

Top Business premises: 17, Abdel Wahab Selim Elbeshry St. Sheraton Heliopolis, Cairo, Egypt.

For Registration

- Logon to www.topbusiness-hr.com/Course_Register to fill a registration form. Alternatively you can request a registration form by mail from: training@topbusiness-hr.com.
- Payment should be made one week prior to course.
- Payment by cheque in Top Business's name or cash to our address.

For More Information

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