



# دورة تطوير إطار الجدارات وتطبيق التقييمات المهنية عليه



**AGILE LEADERS**  
Training Center

13 - 17 Dec 2026  
مسقط



## دورة تطوير إطار الجدارات وتطبيق التقييمات الهيئية عليه

الرجوع: 36193\_60829 التاريخ: 13 - 17 Dec 2026 الموقع: مسقط الرسوم: Euro 5700

### Developing Competency Framework & Conducting Competency Assessment Course Overview:

This course is meticulously designed to equip HR professionals, managers, and organizational development practitioners with the skills needed to develop a comprehensive competency framework and conduct effective competency assessments within their organizations. It offers a deep dive into understanding, identifying, and applying behavioral competencies across various organizational roles, enhancing the alignment between individual performance and strategic business goals. Participants will learn how to create a tailored competency framework, identify competency gaps, and develop strategies for competency assessment and enhancement, ensuring a robust foundation for talent management and development initiatives.

### Target Audience:

- HR professionals and managers
- Organizational development practitioners
- Talent management specialists
- Business leaders and executives

### Targeted Organizational Departments:

- Human Resources
- Talent Development and Management
- Organizational Development
- Leadership and Executive Management

### Targeted Industries:

- All industries seeking to improve organizational performance and employee development, including but not limited to:
  - Healthcare
  - Technology
  - Finance and Banking
  - Education
  - Public Sector

## Course Offerings:

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

- Foundations of Competency Framework Development
- Techniques for Conducting Competency Assessments
- Strategies for Identifying and Addressing Competency Gaps
- Best Practices for Integrating Competency Models into HR Processes
- Approaches for Linking Competencies with Business Objectives and KPIs

## Training Methodology:

The course adopts a blend of theoretical lectures and practical applications, utilizing case studies and real-world examples to ensure an interactive learning environment. Through group discussions, feedback sessions, and hands-on activities, participants will engage in a comprehensive learning experience that fosters practical application of knowledge in their real-life work settings.

## Course Toolbox:

- Theoretical lectures and presentations
- Group discussions and workshop sessions
- Case studies and practical exercises
- Training materials and assessment tools
- Interactive activities and practical applications

## Course Agenda:

### Day 1: Understanding Behavioral Competencies in Job Analysis and Performance Evaluation

- Introduction to Behavioral Competencies and Their Importance in Social Service Topic 1:
- The Role of Behavioral Competencies in Job Analysis Topic 2:
- Integrating Behavioral Competencies into Performance Evaluation Topic 3:
- Strategies for Measuring Competencies During Employment Topic 4:
- Recap of Behavioral Competencies in Professional Evaluation and Job Analysis Reflection & Review:

### Day 2: Identifying Competency Gaps through Behavioral Indicators

- Overview of a Competency Dictionary and Its Classification Topic 1:
- Identifying Core, Enabling, Functional, and Managerial Competencies Topic 2:
- Linking Behavioral Indicators with Functional and Managerial Competencies Topic 3:
- Assessing Competency Gaps through Behavioral Indicators Topic 4:
- Reviewing the Process of Identifying and Classifying Competency Gaps Reflection & Review:

### Day 3: Developing Behavioral Indicators for Different Types of Competencies

- Developing Behavioral Indicators for Core Competencies Topic1: •
- Developing Behavioral Indicators for Managerial Competencies Topic2: •
- Developing Behavioral Indicators for Functional Competencies Topic3: •
- Developing Behavioral Indicators for Enabling Competencies Topic4: •
- Reflecting on Developing Behavioral Indicators for Different Types Of Competencies Reflection & Review: •

### Day 4: Competency Management for Career Progression

- Succession and Replacement Planning Using Competencies Topic 1: •
- The Role of Competencies in Promotion, Succession, and Replacement Topic 2: •
- Reflecting on the Integration of Competencies in Career Development Reflection & Review: •

### Day 5: Competencies in Training and Continuous Improvement

- Linking Continuous Improvement Culture with Competency Development Topic 1: •
- Training Needs Analysis and Identifying Training Gaps Topic 2: •
- Connecting Competencies with Key Performance Indicator Dimensions Topic 3: •
- Summary and Next Steps in Competency-Based Training and Improvement Reflection & Review: •

## How This Course is Different from Other Behavioral Competencies Development Courses:

Unlike traditional courses that focus solely on the theoretical aspects of competency frameworks, this course provides a hands-on approach that combines theory with practical application. It is specifically designed to empower participants with the tools and knowledge to implement competency frameworks and assessments directly into their organizational practices, thereby enhancing both individual and organizational performance. The course is tailored to address the unique challenges and opportunities within various industries, making it relevant and applicable across a broad spectrum of professional settings.



## فئات الدورات التدريبية



HR TRAINING & DEVELOPMENT

دورات إدارة و تطوير الموارد البشرية



دورات إدارة و تحليل البيانات ودورات علم البيانات



دورات إدارة الجودة وتطوير العمليات



الدورات التدريبية في مجال البيئة والاستدامة



دورات التسويق وإدارة علاقات العملاء وإدارة المبيعات



دورات التدريب القانوني والمشتريات والتعاقدات



دورات الاتصال الجماهيري و السياسات والعلاقات العامة



دورات النظم السبراني ودورات تقنية المعلومات



دورات الصيانة ودورات المجالات الهندسية المتنوعة



دورات الصحة والسلامة والأمن المهني



دورات السكرتارية و إدارة المكاتب



دورات الحوكمة وإدارة المخاطر والامتثال



**AGILE LEADERS**  
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## فئات الدورات التدريبية



دورات معتمدة بشهادة CPD



دورات في مجالات القيادة والإدارة



دورات المهارات الشخصية وتطوير الذات



دورات المحاسبة و التمويل و دورات الإدارة  
الهائية



دورات مكتب إدارة المشاريع وإدارة المشاريع  
الرشيقة



دورات معتمدة من قبل هيئات دولية

## مدن التدريب



اسطنبول - تركيا



أمستردام - هولندا



أنقرة - تركيا



أثينا - اليونان



الرياض - المملكة العربية السعودية



الدوحة - قطر



الدار البيضاء - المغرب



الجبيل - المملكة العربية السعودية



باريس - فرنسا



المنامة - مملكة البحرين



الكويت - الكويت



القاهرة - مصر



براغ - جمهورية التشيك



بانكوك - تايلاند



بالي - جمهورية إندونيسيا



باكو - أذربيجان

## مدن التدريب



جاكرتا - جمهورية اندونيسيا



تبليسي - جورجيا



بوكيت - تايلاند



برشلونة - اسبانيا



روما - ايطاليا



دبي - الامارات العربية المتحدة



جوهانسبرغ - جنوب افريقيا



جنيف - سويسرا



شهر الشيخ - مصر



سيول - كوريا الجنوبية



سان دييغو - الولايات المتحدة  
الامريكية



زنبار - تنزانيا



طوكيو - اليابان



طشقند - اوزبكستان



طرابزون - تركيا



شيكاغو - الولايات المتحدة  
الامريكية

## مدن التدريب



كوالالمبور - ماليزيا



فيينا - النمسا



عن بعد - منصة زووم



عمان - المملكة الأردنية الهاشمية



ماربيا - اسبانيا



لندن - المملكة المتحدة



لانكاوي - ماليزيا



كيب تاون - جنوب إفريقيا



ميلان - إيطاليا



مونترنو - سويسرا



مسقط - سلطنة عمان



مدريد - إسبانيا



نيس - فرنسا



نيروبي - كينيا



ميونخ - ألمانيا

# WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

## OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

## OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

## WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



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## CONTACT US

 UAE, Dubai Investment Park First

 +971585964727  
 +447700176600

 [sales@agile4training.com](mailto:sales@agile4training.com)