

teFUNCTIONAL EXCELLENCE SERIES

# Competency Development Workshop

## Training Description

In a dynamic business environment, building organizational capability through competencies is key to sustained performance and cultural excellence. This 2-day strategic workshop enables HR, OD, and senior leaders to design, align, and implement a Competency Development Framework (CDF) integrated with the organization's strategic objectives and cultural values, drawing on Positive Organization Development (POD) principles, Positive Psychology tools, and global frameworks such as OCAI (Organizational Culture Assessment Instrument) and MBTI®. This program helps leaders connect competencies, culture, and capability. Participants will learn to identify critical competencies, assess existing talent, design competency dictionaries, conduct behavioral assessments, and build an actionable implementation roadmap for sustainable growth.

**Training Duration 2 Days**

## Who Should Attend?

▶ Senior management and heads of departments driving organizational capability building

▶ HR leaders and managers responsible for performance management, learning, and talent development

▶ OD and HRBP professionals involved in designing or revising the competency framework

▶ Line leaders and executives aiming to align team competencies with business strategy

▶ Senior management and heads of departments driving organizational capability building

▶ Learning and development specialists designing leadership and behavioral interventions



## Workshop Learning Objectives

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

- 01 Understand the strategic purpose and impact of a Competency Development Framework (CDF) within a Positive Organization context.
- 02 Apply David McClelland's Competency Theory and the Iceberg Model to identify both visible and underlying behaviors.
- 03 Use OCAI to assess and align culture with desired competency outcomes.
- 04 Identify and define Core, Functional, and Leadership Competencies with measurable behavioral indicators.
- 05 Integrate Positive Psychology and Appreciative Inquiry to build strengths-based feedback and learning practices.
- 06 Apply MBTI® insights to enhance leadership awareness and interpersonal competencies.
- 07 Design and validate a Competency Framework and Dictionary using BARS and STAR methodologies.
- 08 Plan and execute Assessment and Development Centers with ethical, accurate, and actionable outcomes.
- 09 Conduct Development Dialogues and feedback conversations that build motivation and engagement.
- 10 Create a sustainable Competency Implementation Roadmap aligned with strategy, culture, and performance.