

Managing Performance & Change with Competency Frameworks (Future-Ready Workforce)

24 October 2025 10:00 AM - 24 October 2025 05:30 PM

Brief Overview:

In today's dynamic business environment, organizations must equip their workforce with the right competencies to navigate change and drive performance. This workshop provides a structured approach to understanding and implementing competency frameworks that align with organizational goals, enhance employee capabilities, and ensure sustainable growth. Participants will gain insights into managing change effectively while fostering a high-performance culture.

Session content:

- **Understanding Competency Frameworks**
 - Definition and significance of Competency in workforce management.
- - Types of competencies: Core, Functional, and Leadership competencies
- **Designing and Implementing a Competency Framework**
 - Steps in developing a competency model
 - Aligning competencies with business strategy and job roles
- **Performance Management through Competency Frameworks**
 - Linking competencies to key performance indicators (KPIs)

- Using competency assessments for employee development
- Building Behavioral Anchored Rating (BAR) Scale for assessing competencies.
- **Preparing the Organisation with Future-Ready Workforce**
 - Competency-based workforce planning
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 - Using HR Analytics for Workforce Planning
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 - Upskilling and Re-skilling Strategies
- **Practical Application & Case Studies**
 - Industry best practices
 - Interactive exercises and real-world scenarios

For Whom:

- HR Professionals & Talent Managers
- Learning & Development Specialists
- Business Leaders & Managers
- Organizational Development Professionals
- Strategy & Change Management Consultants
- Professionals involved in workforce transformation & performance enhancement

Key Takeaways:

Facilitator profile:

Mr Natarajan

Founder, Sculpting Success (An Academy for Self Development)

- BSc., BTech (MIT Chennai), MHRDM (Mumbai University)
- Associate Certified Coach (International Coaching Federation)
- Honrary Director for Learning & Development at International Coaching Federation, Chennai Chapter
- 30 + years of corporate experience in compnies like L&T, KONE, Amrutanjan, Tebma shipyards, PPN Power & Apollo Hospital Education and Research Foundation heading the HR function
- Visiting Faculty at Madras School of Social Work
- Individual Member of MMA
- Life Member / Indian Society for Training & Development & NIPM

Fee Details:

- **Fee Details**
- Member amount : Rs 1600.00- (Including 18%GST)
- Non Member amount : Rs 2200.00- (Including 18%GST)
- Total Member count :