

STRATEGIC COMPETENCY MAPPING FOR TALENT GROWTH



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TRAINING CENTER



Introduction

Strategic Competency Mapping for Talent Growth Training Course builds practical skills to identify, define, and apply competency frameworks that guide talent development decisions. Organizations need clear competency structures to align hiring, development, and succession planning with business strategy. This course introduces participants to competency modeling techniques, proficiency scale design, and gap analysis methods used to assess workforce capability. Furthermore, it covers how to link competency data to learning paths and career progression frameworks. Participants also explore validation techniques that ensure competency models remain accurate and relevant over time. As a result, attendees gain the confidence to build competency frameworks that support sustainable talent growth. Gentex Training Center designed this program to strengthen strategic talent development capabilities.

Strategic Competency Mapping for Talent Growth Course Objectives

- Define core, functional, and leadership competency categories
- Apply competency modeling techniques to build role-specific frameworks
- Design proficiency scales to measure competency levels accurately
- Conduct job analysis interviews to identify critical competencies
- Apply gap analysis methods to assess workforce capability
- Build competency-based career progression frameworks
- Link competency data to targeted learning and development paths
- Apply validation techniques to test competency model accuracy
- Design competency assessment tools including behavioral interviews
- Align competency frameworks with succession planning strategies



Course Methodology

- Interactive lectures covering competency modeling principles
- Practical workshops building role-specific competency frameworks
- Case studies analyzing successful competency mapping projects
- Group exercises conducting job analysis interviews
- Simulations of competency-based behavioral interviews
- Structured discussions on validation and framework maintenance

Who Should Take This Course

- HR professionals building competency frameworks
- Talent management specialists supporting career development
- Learning and development professionals designing training paths
- Organizational development consultants advising on talent strategy
- HR business partners supporting succession planning
- Department heads involved in workforce capability assessment

Strategic Competency Mapping for Talent Growth Course Outlines

Day 1: Foundations of Competency Mapping

- Defining core, functional, and leadership competencies
- Reviewing competency modeling approaches and frameworks
- Identifying business drivers for competency mapping
- Reviewing existing job descriptions and role profiles

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- Mapping competency categories to organizational strategy
- Setting scope and priorities for mapping projects

Day 2: Job Analysis and Competency Identification

- Conducting job analysis interviews with role holders
- Applying critical incident techniques to identify competencies
- Reviewing observation methods for competency identification
- Structuring competency dictionaries and definitions
- Validating identified competencies with stakeholders
- Avoiding common job analysis errors

Day 3: Proficiency Scales and Framework Design

- Designing proficiency scales for competency levels
- Structuring behavioral indicators for each proficiency level
- Building role-specific competency frameworks
- Weighting competencies by role criticality
- Reviewing competency framework templates
- Testing frameworks for clarity and usability

Day 4: Gap Analysis and Development Planning

- Applying gap analysis methods to assess capability
- Comparing current competency levels against role requirements
- Linking competency gaps to targeted learning paths
- Building individual development plans based on gaps
- Designing competency-based career progression frameworks





- Prioritizing development interventions by impact

Day 5: Assessment Tools and Framework Validation

- Designing competency-based behavioral interview questions
- Building assessment center exercises linked to competencies
- Applying validation techniques to test framework accuracy
- Aligning competency frameworks with succession planning
- Establishing a maintenance cycle for competency models
- Presenting competency mapping outcomes to leadership

Conclusion

By successfully completing Strategic Competency Mapping for Talent Growth, participants will have acquired practical knowledge to build competency frameworks, conduct gap analysis, and design development pathways. Furthermore, attendees gain skills in proficiency scale design, assessment tool development, and framework validation. This Strategic Competency Mapping for Talent Growth Training Course prepares HR and talent professionals to build frameworks that support sustainable workforce growth. Gentex Training Center remains committed to delivering practical programs that strengthen strategic talent development capabilities.

FAQs

Q1 What is the "Strategic Competency Mapping for Talent Growth" course about?

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This course covers building competency frameworks, including job analysis, proficiency scale design, gap analysis, and validation techniques used to align talent development, learning paths, and succession planning with organizational strategy.

Q2 What are the key benefits of the "Strategic Competency Mapping for Talent Growth" course?

Participants gain the ability to build accurate, role-specific competency frameworks. As a result, organizations benefit from clearer development priorities, stronger succession pipelines, and better-aligned learning investments.

Q3 What skills will I gain from the "Strategic Competency Mapping for Talent Growth" course?

Attendees develop skills in job analysis, proficiency scale design, gap analysis, and framework validation, enabling them to build competency models that connect workforce capability to business strategy.

Q4 What tools, methods, or standards are covered in the "Strategic Competency Mapping for Talent Growth" course?

The course addresses critical incident technique, behavioral interview design, proficiency scale frameworks, gap analysis methods, and assessment center exercises used in competency mapping practice.



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Q5 How is the "Strategic Competency Mapping for Talent Growth" course applied in real-world practice?

Professionals apply these methods when building role frameworks, conducting job analysis interviews, designing development plans, and validating competency models, directly supporting structured talent growth within their organizations.

