TALENT MANAGEMENT AND COMPETENCY MAPPING

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Introduction

Organizations today operate in highly competitive and fast-changing environments. Therefore, success no longer depends only on strategies, systems, or technologies. Instead, it depends largely on people and their capabilities. Talent Management and Competency Mapping play a vital role in helping organizations identify, develop, and retain the right talent to achieve long-term success.

This course provides a structured and practical understanding of how organizations can align talent strategies with business objectives. It explains how to identify critical roles, define required competencies, and build a sustainable talent pipeline. Moreover, it highlights how effective talent management improves performance, strengthens leadership readiness, and supports workforce planning.

Through practical discussions and real-world applications, participants will gain a clear understanding of how competency frameworks support recruitment, performance management, learning, and succession planning. As a result, organizations can make better people decisions and build a future-ready workforce.

Gentex Training Center delivers this course with a professional approach, focusing on clarity, applicability, and organizational impact.

Talent Management and Competency Mapping Course Objectives

- Understand the full talent management lifecycle and its strategic importance
- Identify key roles that drive organizational performance
- Define technical, behavioral, and leadership competencies clearly
- Build competency frameworks aligned with business needs
- Use competency mapping to improve recruitment and selection decisions
- Support employee development through targeted learning plans
- Strengthen performance management using measurable competencies

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- Contribute to succession planning and leadership development initiatives
- Improve workforce planning and talent retention strategies

Course Methodology

The course uses a practical and interactive approach. It combines short lectures, guided discussions, group activities, and applied exercises. This methodology ensures clear understanding and immediate application in the workplace.

Who Should Take This Course

This course is suitable for professionals involved in people management and organizational development, including:

- Human Resources professionals
- Talent management and learning specialists
- Line managers and department heads
- Organizational development practitioners
- Workforce planning and strategy teams

Talent Management and Competency Mapping Course Outlines

Day 1: Foundations of Talent Management

- Understanding talent management and its business value
- The talent management lifecycle and key components
- Aligning talent strategy with organizational goals
- Identifying critical roles and talent segments
- Challenges and best practices in talent management

Day 2: Understanding Competencies and Competency Models

- Definition and types of competencies
- Behavioral, technical, and leadership competencies
- Competency models and frameworks
- Linking competencies to job roles
- Common mistakes in competency design and how to avoid them

Day 3: Competency Mapping in Practice

- Steps to develop a competency mapping framework
- Job analysis and competency identification techniques
- Mapping competencies to roles and levels
- Validating and refining competency maps
- Using competency mapping for recruitment and selection

Day 4: Integrating Competencies into HR Systems

- Using competencies in performance management
- Competency-based learning and development planning
- Career paths and succession planning using competencies
- Supporting leadership development initiatives
- Measuring the effectiveness of competency-based systems

Day 5: Talent Development, Retention, and Sustainability

- Building high-potential and talent development programs
- Employee engagement and retention strategies
- Using talent data for informed decision-making
- Continuous improvement of talent and competency frameworks
- Action planning for organizational implementation

Conclusion

By successfully completing this course, participants will gain a comprehensive understanding of how talent management and competency mapping support organizational performance and sustainability. They will be able to apply structured frameworks to identify talent needs, develop people capabilities, and align workforce efforts with strategic objectives.

Gentex Training Center delivers this course to support organizations in building strong, capable, and future-ready workforces through effective talent practices and informed people decisions.