

CERTIFICATE

COMPETENCY MODELING

WHAT IS THE COMPETENCY MODELING CERTIFICATE?

The [Competency Modeling Certificate](#) offers a robust, step-by-step process for developing and implementing custom competency models for your organization. In this program, you'll learn how to gather critical data, draft and validate your models, create compelling and useful visualizations, and gain buy-in across the organization.



2 HALF-DAYS



CERTIFICATE
AWARDED



VIRTUAL



SESSIONS FOR
EVERY TIME ZONE



ENGLISH
LANGUAGE

COURSE OBJECTIVES

After earning this certificate, you will be able to:



Utilize multiple sources of information to determine the key competencies associated with a given role or function.



Create customized competency definitions and behavioral indicators for your organization.



Refine, validate, and maintain your competency models over time to ensure accuracy and relevance.



Gain buy-in for your competency models and effectively partner with stakeholders in development and implementation.



Assess employees against your competency model to identify strategic competency gaps on the individual and team level.



COURSE OVERVIEW

PREWORK

You will read three real-world case studies, as well as the competency modeling process guide, and will complete a short assignment.

DAY 1

Setting the Stage

- Defining “competency”.
- Competency versus performance.
- Establishing purpose to inform strategy.

Developing Your Model

- Conducting initial research.
 - Activity: Pulling competencies from job descriptions.
 - Activity: Partner interview.
 - Activity: Writing behavioral indicators.
- Prework Review.
- Creating a draft model.
- Reaching agreement and finalizing your model.
- Visualizing your model.
- Maintaining your model.
- Technology and competency modeling.

DAY 2

Implementing Your Model

- Assessing employees.
- Combating sources of bias.
- Building a matrix and other visualizations.
- Identifying gaps.
- Translating competencies into training solutions.

Capstone Project

Gaining Buy-In and Addressing Resistance

- Communicating the purpose and value of competency modeling to different audiences.
- Common criticisms and shortcomings of competency modeling.

WHO IS IT FOR?

The Competency Modeling Certificate is designed for learning leaders seeking a process for standardizing role expectations through competency modeling. If you need a clear way to define, visualize, and assess key competencies in order to identify strategic competency gaps, this program can advance your development.

RELATED COURSES

Training Industry Courses offers several related courses to help complete your development. The list below represents courses that specifically relate to the principles you'll learn in the Competency Modeling Certificate:

RELATED COURSES

- The Certified Professional in Training Management Program (CPTM™)
- The Training Needs Assessment Certificate
- The Internal Consulting Workshop
- The Strategic Planning Workshop

Don't see what you're looking for? Training Industry's professional development consultants are available to discuss this program and other development opportunities. [Contact us](#) or schedule a call directly [here](#).

TOOLS AND RESOURCES

- Course workbook.
- Competency Modeling Process Guide.
- Guide to Writing Behavioral Indicators.
- Leadership Competency Framework Case Study.
- Employee Role Cards Case Study.
- The Making of the Training Manager Competency Model Case Study.



This course provides real practice in developing a competency model for your organization. I was engaged the whole time because I could see immediately how competency modeling could fill certain gaps in my organization's talent development and training needs. Whether you do or do not have experience with developing rubrics or other behavioral-based methods of assessing proficiency, you will walk away with a clear method for application.

- **RACHEL WALERSTEIN**, LEARNING AND TALENT DEVELOPMENT MANAGER

HOW DOES IT WORK?

This certificate program is completed over two, four-hour days of a live virtual instructor-led class, which includes an applied capstone project.

Your **instructor** will use their own real-world perspective and experience to ensure the course is rooted in foundational best practices and will guide you through the process, both facilitating and assessing your learning throughout the course to ensure you earn your certificate by the end of the program.

Click [here](#) to browse the available session dates and times.

REGISTER NOW

CONTACT US

LEARN MORE



Would all or part of your team benefit from this certificate? All Training Industry courses can be taken as a group and are designed to align your team around research-based best practices. Click [here](#) to learn more.



ABOUT TRAINING INDUSTRY INC.



TRUSTED BY WORLDWIDE
ORGANIZATIONS



INTERACTIVE
EXPERIENCE



RANGE OF
TOPICS



GLOBAL
LEARNERS

WHAT TO EXPECT FROM TRAINING INDUSTRY COURSES



Research-based courses



Instructors with expertise



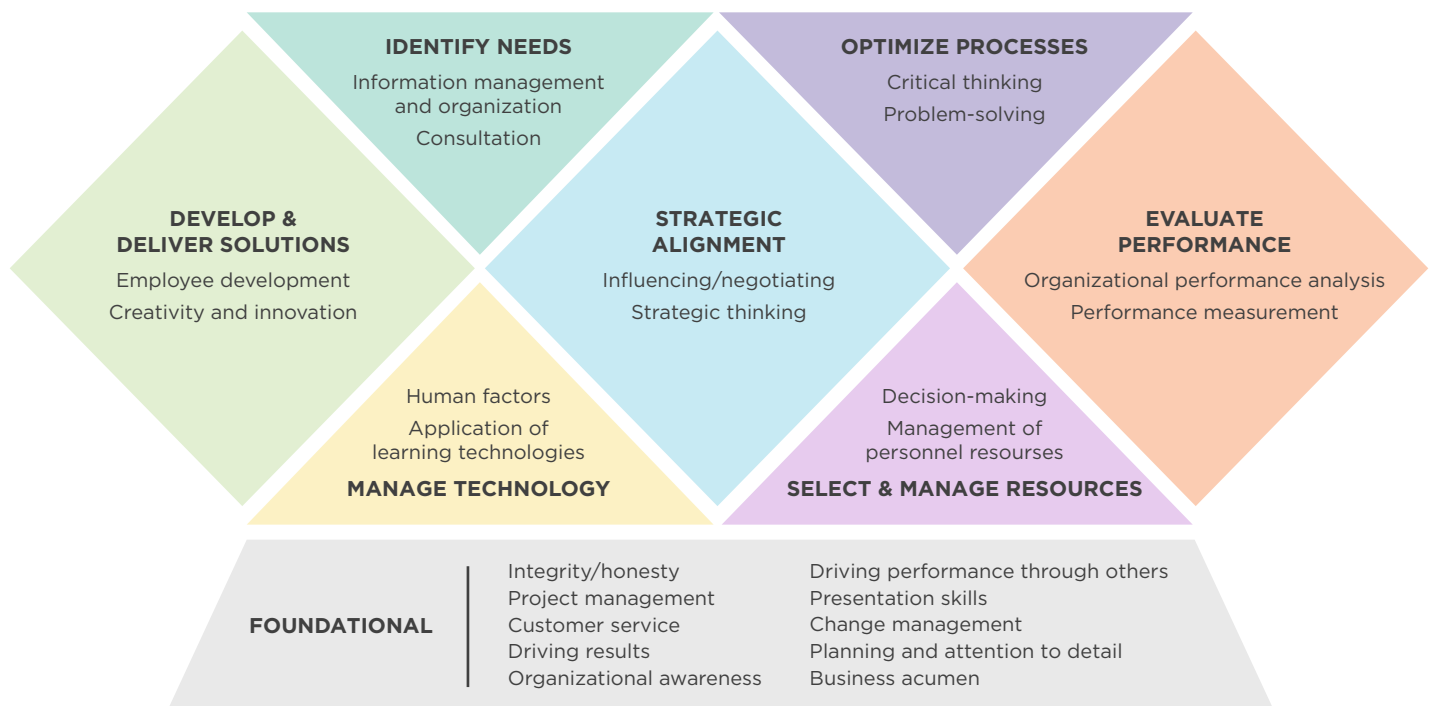
Engage with community
of peers



Focused on the role of the
training manager

TRAINING MANAGER COMPETENCY MODEL

All Training Industry courses are aligned to the [Training Manager Competency Model™](#).





EARN RECERTIFICATION CREDIT

Training Industry workshops are valid for **eight PDCs** for the SHRM-CP or SHRM-SCP.

This program is eligible for **seven APTD and CPTD** recertification points from the ATD Certification Institute. The amount indicated is the maximum number of recertification points a participant can receive for this program.

Training Industry workshops fulfill **eight CPTM** recertification credit hours.



Ready to get started?

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[VIEW MORE COURSES](#)