



HUMAN RESOURCES TRAINING

Competency Framework Design and Implementation

5 day course

Classroom, online or in-house

Course overview

A competency framework is either the backbone of recruitment, development, promotion and pay, or it is a document nobody opens after the consultant leaves. This course covers building the first kind. Delegates work through defining technical and behavioural competencies in observable terms, setting proficiency levels that genuinely differ from one another, and mapping competencies to roles without producing a matrix too large to use. Assessment against the framework is covered, including the calibration that keeps two managers rating the same behaviour the same way. The course closes on implementation and maintenance, since a framework that is never updated becomes wrong faster than it becomes useless.

What you will learn

- Define technical and behavioural competencies in observable terms
- Set proficiency levels that are genuinely distinguishable
- Map competencies to roles without creating an unusable matrix
- Assess individuals against the framework consistently
- Calibrate assessors so ratings mean the same thing across managers
- Connect the framework to recruitment, development, promotion and pay
- Maintain the framework as roles change

Who should attend

- Human resources and organisational development professionals
- Learning and capability specialists
- Line managers assessing their teams
- Reward professionals linking pay to capability
- Technical managers defining role requirements

Course outline

- 01 What a framework is for, and how it becomes shelfware
- 02 Technical and behavioural competencies in observable terms
- 03 Proficiency levels that actually differ
- 04 Role mapping without an unusable matrix
- 05 Assessment methods and evidence
- 06 Assessor calibration
- 07 Connecting the framework to the decisions it should drive
- 08 Implementation, adoption and maintenance

Upcoming dates

Dates	Venue	Format	Fee per delegate
23 to 27 November 2026	Mbabane, Eswatini	Classroom	R19,950
1 to 5 February 2027	Online	Online	R8,500
1 to 5 March 2027	Pretoria, South Africa	Classroom	R19,950
22 to 26 March 2027	Kampala, Uganda	Classroom	USD 1,325



Fees and how to register

This 5 day course is **R8,500** per delegate online, **R19,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 1,325** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afri-science.co.za, or WhatsApp us on **+27 63 479 1136**.

AfriScience Group | +27 61 536 6531 | info@afri-science.co.za | Pretoria, Gauteng, South Africa