

EVENT BROCHURE

Competency-Based Performance Management

Upcoming Training Event

Muscat, Oman · 5 September 2026

Skillslab Training Provider

Skills for Tomorrow's World 



Course Description

Introduction

In today's dynamic and performance-driven business environment, organizations are increasingly recognizing that sustainable success depends on effectively aligning employee capabilities with strategic objectives. Competency-Based Performance Management is a powerful approach that integrates workforce competencies, organizational goals, leadership accountability, and performance measurement into a unified framework that drives excellence, agility, and long-term organizational success.

For government entities, ministries, public sector institutions, and large corporations, the ability to establish transparent, objective, and competency-focused performance systems has become a strategic priority. Organizations must ensure that employees possess the critical competencies required to achieve organizational goals while creating a culture of accountability, continuous improvement, and high performance.

This intensive executive-level training program provides participants with the knowledge, frameworks, and practical tools required to design, implement, and optimize competency-based performance management systems that enhance workforce capability, improve organizational effectiveness, strengthen leadership performance, and support strategic transformation initiatives.

Participants will learn how to connect competencies with organizational strategy, performance evaluation processes, talent development initiatives, succession planning, and workforce planning. The program emphasizes practical implementation, organizational impact, and measurable business outcomes.

Led by an internationally certified expert with extensive practical and consulting experience, this course equips leaders and professionals with actionable methodologies to improve decision-making, employee engagement, accountability, performance culture, and organizational excellence.

Course Overview and Strategic Impact

Competency-Based Performance Management has become a cornerstone of modern organizational excellence. Traditional performance management systems often focus primarily on results without adequately addressing

the behaviors, skills, knowledge, and capabilities required to achieve sustainable success. This program bridges that gap by providing a comprehensive framework for aligning competencies with performance expectations, organizational strategy, leadership effectiveness, and workforce development.

Organizations today face numerous challenges, including workforce capability gaps, inconsistent performance evaluation practices, employee disengagement, succession planning difficulties, leadership development requirements, and increasing demands for transparency and accountability. These challenges can significantly affect productivity, service delivery, operational efficiency, and organizational performance.

This program is designed to help organizations establish robust competency frameworks that support strategic objectives while creating fair, objective, and measurable performance management systems. Participants will explore how competency models can be integrated into recruitment, performance appraisal, talent management, learning and development, leadership development, and succession planning processes.

The course provides practical approaches for identifying critical competencies, defining performance standards, conducting competency assessments, managing performance conversations, and developing improvement plans. Participants will also learn how competency-based systems contribute to organizational transformation, workforce agility, and continuous improvement.

By attending this program, leaders and professionals will enhance their ability to make informed decisions, communicate expectations effectively, manage stakeholder relationships, strengthen workforce performance, and support organizational change initiatives. The result is a more capable workforce, stronger leadership pipeline, improved employee engagement, enhanced accountability, and measurable improvements in organizational performance and service excellence.

Course Objectives

By the end of this program, participants will be able to:

- Understand the principles and strategic importance of competency-based performance management.
- Align organizational competencies with strategic objectives and business priorities.
- Develop competency frameworks that support workforce capability development.

- Establish measurable performance standards and competency expectations.
- Design effective competency assessment methodologies.
- Improve performance evaluation accuracy and consistency.
- Conduct constructive and development-focused performance discussions.
- Identify competency gaps and create targeted development plans.
- Enhance leadership effectiveness through competency-driven performance management.
- Strengthen employee accountability and engagement.
- Integrate competencies into talent management and succession planning processes.
- Apply performance analytics to support workforce decisions.
- Support organizational transformation through competency development initiatives.
- Improve stakeholder communication regarding performance expectations.
- Implement continuous performance improvement practices across the organization.

Course Content (5-Day Training Outline)

Day 1: Foundations of Competency-Based Performance Management

Key Topics

- Introduction to Competency-Based Performance Management
- Strategic Workforce Performance Management
- Competency Framework Fundamentals
- Linking Competencies to Organizational Strategy

Subtopics

- Evolution of performance management systems
- Competency definitions and classifications
- Core, functional, technical, and leadership competencies
- Organizational performance drivers
- Strategic workforce alignment

- Building a competency culture

Practical Applications

- Competency mapping exercises
- Organizational competency analysis
- Strategy-to-competency alignment workshop
- Workforce capability assessment activities

Day 2: Designing Competency Frameworks and Performance Standards

Key Topics

- Competency Framework Development
- Performance Standards and Expectations
- Competency Modeling Techniques
- Performance Measurement Approaches

Subtopics

- Competency architecture design
- Defining competency levels
- Behavioral indicators and performance criteria
- Competency dictionaries
- Performance indicators
- Competency validation processes

Practical Applications

- Designing competency models
- Creating competency profiles
- Developing performance standards
- Building competency matrices

Day 3: Competency Assessment and Performance Evaluation

Key Topics

- Competency Assessment Methodologies
- Performance Evaluation Systems
- Performance Review Processes
- Performance Data Analysis

Subtopics

- Assessment tools and techniques
- Observation-based evaluations
- Evidence-based performance reviews
- Multi-source assessment approaches
- Calibration processes
- Performance analytics and reporting

Practical Applications

- Conducting competency assessments
- Evaluating employee performance scenarios
- Performance calibration exercises
- Assessment simulation workshops

Day 4: Performance Development and Talent Management Integration

Key Topics

- Development Planning
- Coaching for Performance Improvement
- Talent Management Integration
- Succession Planning

Subtopics

- Competency gap analysis
- Individual development planning
- Leadership competency development
- Talent review processes
- Career progression frameworks
- High-potential employee development

Practical Applications

- Developing competency improvement plans
- Coaching simulations
- Talent review case studies
- Succession planning exercises

Day 5: Implementing and Sustaining Competency-Based Performance Systems**Key Topics**

- Organizational Implementation Strategies
- Change Management and Stakeholder Engagement
- Performance Culture Development
- Continuous Improvement and Sustainability

Subtopics

- Implementation roadmaps
- Governance and accountability structures
- Communication strategies
- Leadership sponsorship
- Performance culture transformation

- Monitoring and evaluation frameworks

Practical Applications

- Developing implementation plans
- Stakeholder engagement simulations
- Change management case studies
- Organizational performance improvement projects

Target Audience

This program is designed for:

- Government executives and senior officials
- Ministry directors and department heads
- Human resource directors and managers
- Organizational development professionals
- Talent management specialists
- Performance management professionals
- Learning and development managers
- Workforce planning specialists
- Leadership development professionals
- Corporate executives and business leaders
- Public sector managers
- Transformation and change management professionals
- Strategic planning professionals
- Operations managers
- Future organizational leaders

Course Requirements

Participants will benefit most from:

- Professional experience in management, leadership, human resources, organizational development, or performance management.
- Basic understanding of organizational structures and business processes.
- Experience managing teams, projects, or organizational initiatives.
- Involvement in workforce planning, talent management, or performance improvement activities.
- Interest in leadership development, organizational effectiveness, and workforce capability enhancement.
- Commitment to applying learned concepts within their organization.

No advanced technical knowledge is required; however, practical workplace experience is highly recommended.

Training Methodology

This highly interactive program combines executive education principles with practical workplace application through:

- Interactive workshops
- Executive case studies
- Group discussions
- Business simulations
- Practical exercises
- Scenario-based learning
- Peer learning activities
- Performance assessment exercises
- Competency framework design workshops
- Organizational diagnostics
- Leadership coaching activities
- Feedback sessions
- Action planning workshops
- Knowledge-sharing forums
- Real-world implementation projects

Participants will engage in practical activities that replicate real organizational challenges and develop solutions that can be immediately applied within their workplace.

Learning Outcomes

Upon successful completion of this program, participants will be able to:

- Develop and implement competency-based performance management frameworks.
- Align workforce competencies with organizational strategy and objectives.
- Improve leadership effectiveness through competency-driven management approaches.
- Design competency models that support organizational success.
- Establish objective and measurable performance standards.
- Conduct effective competency assessments and performance evaluations.
- Improve employee accountability and engagement.
- Facilitate meaningful performance discussions and feedback sessions.
- Create development plans that address competency gaps.
- Support talent management and succession planning initiatives.
- Enhance workforce capability and organizational readiness.
- Strengthen communication and stakeholder engagement regarding performance expectations.
- Utilize performance data to improve decision-making.
- Foster a culture of continuous improvement and high performance.
- Drive measurable organizational performance improvements and transformation outcomes.

Instructor Profile

This program is delivered by an internationally certified expert with extensive practical and consulting experience.

The instructor possesses significant expertise in:

- Executive advisory and leadership consulting
- Competency framework design and implementation
- Strategic workforce planning

- Performance management system development
- Human capital strategy
- Government modernization initiatives
- Public sector transformation programs
- Corporate transformation and organizational change
- Leadership capability development
- Talent management and succession planning
- Organizational performance improvement
- Workforce capability assessment
- Governance and accountability frameworks
- Stakeholder engagement and communication strategies
- Enterprise-wide performance transformation initiatives

Drawing upon extensive experience working with government entities, ministries, public sector organizations, multinational corporations, and executive leadership teams, the instructor provides practical insights, proven methodologies, and implementation-focused strategies that enable participants to achieve meaningful organizational results.

Participants will gain access to real-world case studies, proven frameworks, practical tools, and actionable approaches that can be immediately applied to strengthen performance management practices, improve workforce capability, enhance leadership effectiveness, and support sustainable organizational excellence.

Contact Us

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