



ANNEXURE - I

COURSE OUTLINE

HR UNLEASHED: POWERING UP PEOPLE STRATEGIES WITH COMPETENCY FRAMEWORKS

DURATION	DATES AND VENUE	TIME	VENUE	TRAINER
2 days - 12 hours (6 Hours per day)	October 20-21, 2025 (Monday-Tuesday)	8:00AM – 2:00PM	CBFS, Bawshar, Block 2, Training Dept., III Floor	Ms. Jayogi Wickramasinghe

LEARNING OBJECTIVES:

By the end of this course, HR professionals will:

- **Enhance the Competency Frameworks** – Audit and leverage your organization’s existing competency framework to drive talent decisions *without redesigning from scratch* and optimize competency models that align with business goals.
- **Enhance Talent Decisions** – Apply competency-based approaches to recruitment, performance management, and promotions for fairer, data-driven outcomes.
- **Bridge Skill Gaps Strategically** – Identify critical competency gaps and develop targeted L&D programs to future-proof your workforce.
- **Drive Leadership & Succession Readiness** – Use competencies to assess high-potential talent and build a robust leadership pipeline.
- **Measure & Maximize Returns** – Link competency initiatives to key HR metrics (retention, productivity, promotion rates) to prove business impact.

WHY ATTEND?

- ✓ For HR Professionals: Gain actionable tools to elevate your strategic influence.
- ✓ For Organizations: Build a skills-based culture that boosts agility and performance



TARGET PARTICIPANTS:

- **HR specialists:**
 - a. Resourcing & Recruitment Teams
 - b. Performance Management Teams
 - c. Learning & Talent Development Teams
 - d. Employee Relations Teams
- **HR Generalists**
 - e. HR Business Partners
 - f. HR Associates
 - g. Trainees at HR

CONTENT HIGHLIGHTS:

1. Overview of competency-based HRM
2. Developing various Competency Matrices
3. Competency Mapping for Recruitment & Selection
4. Evaluations at Performance Management
5. Using Competencies for Learning & Development (L&D)
6. Succession mapping, Leadership Development, and Development Planning
7. Workforce Planning & Restructuring
8. Strategic Recommendations

METHODOLOGIES:

- I. Case Studies
- II. Applicable Theories
- III. Group Activities & Group Discussions
- IV. Workbook Activities

DURATION:

2 days (12 hours)

PROFILE OF THE TRAINER:

Jayogi Wickramasinghe is a seasoned Human Capital Development Specialist with almost 2 decades of experience in designing and implementing competency-based HR frameworks for leading organisations, including HSBC and Allzz Islamic Bank. As a certified EQ Practitioner and Assessor, she combines strategic HR advisory with hands-on expertise in talent development, leadership assessment, and HR-tech integration. Jayogi has successfully built L&D ecosystems from the ground up, aligning competency models with business goals to drive performance and scalability. Her workshops are immersive, data-driven, and tailored to equip the delegates with the subject skill sets.