

# COMPETENCIES: CURSE OR CURE?

1-DAY MASTERCLASS

*How modelling and frameworks address  
organization capability*

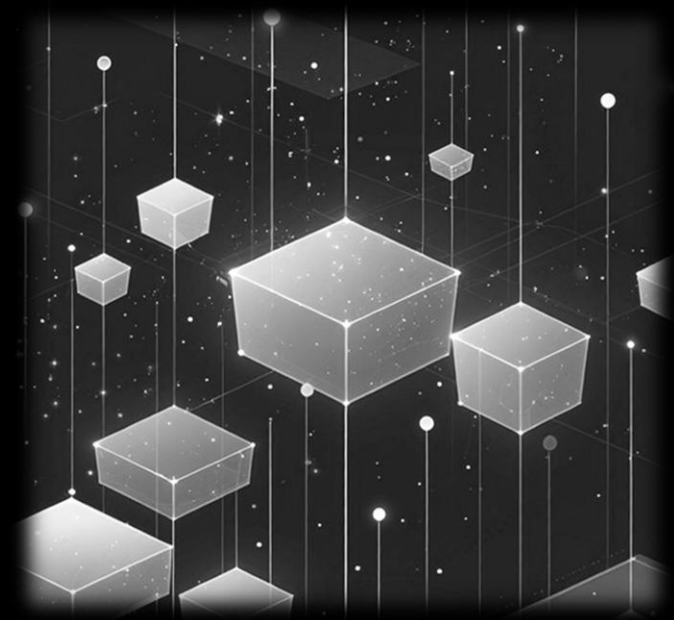
*Open enrolment OR  
Tailored in-house delivery  
Certification options*

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**ORGMASTR MASTERCLASS SERIES**



# ORGMASTR



A practical-critical masterclass for HR professionals, OD, Org Psych, and L&D who want sharper answers on when competencies help and when they hinder.

# PROGRAM OVERVIEW

## *A practical-critical masterclass on competency modeling and competency frameworks*

Competency frameworks are everywhere in modern organizations, yet their purpose and value are often less certain than assumed. Terms drift, frameworks expand, and what begins as a useful tool can become vague, bureaucratic, or disconnected from real work, real capability, and real performance attribution.

The fundamental question is: what are competency modeling and frameworks going to achieve? And can you demonstrate that?

Quite often, organizations need a mechanism to retire competency frameworks, or at least refresh them. The challenge is: it seems easier to argue to have competencies than to argue why they need to change.

### **Why this program matters**

This masterclass examines competencies more critically and more usefully. Participants explore what competencies are, how competency language becomes confused, where modeling and frameworks genuinely add value, and how competencies can be repositioned more intelligently within a broader capability logic.

## ORGMASTR MASTERCLASS SERIES

### PROGRAMME AT A GLANCE



<b>Format</b>	1-day masterclass
<b>Delivery</b>	In person
<b>Audience</b>	HR professionals, OD and L&D; practitioners, talent leads, I-O Psychology professionals; transformation practitioners
<b>Focus</b>	Competency logic, framework design, drift, performance pathway, capability alignment
<b>Suitable for</b>	Framework redesign, HR architecture, talent systems, capability reviews, L&D; alignment
<b>Recognition</b>	Certificate of participation or assessed certification options



# LEARNING OUTCOMES & CURRICULUM

*From concept to applied professional application*

## LEARNING OUTCOMES

- Explain what competencies are and why they are often defined too loosely.
- Distinguish predictors, behaviors, and outcomes in the performance pathway.
- Distinguish between modeling and frameworks, and role-based and context-based criteria.
- Recognize the common sources of competency drift and framework inflation.
- Judge where competency frameworks add value and where they become administrative overload.
- Reposition competencies more clearly in support of organization capability.
- Strengthen professional discussion on modeling, framework design, use, and organizational fit.

## CORE CURRICULUM FEATURES

### Positioning Competencies

Clarifying what competencies are, and are not, in performance logic.



### From Design to Assessment

Origins of competencies thinking in people and performance strategy.

### Why Frameworks Drift

How language expands, blurs, and loses practical precision over time.

### Workload & Design

Where frameworks help and where they create unnecessary weight.

### Capability Alignment

Connecting competency thinking to broader organizational capability needs.

*Practical emphasis: conceptual clarity is used to improve real organizational practice, not to add unnecessary theory.*



# ONE DAY STRUCTURE



## FOCUS

## WHAT HAPPENS

Opening lecture and framing	Why competencies remain useful yet contested; practical problems in current use. Reviewing the range of competency modeling and frameworks in practice today.
Conceptual foundations	Competencies in the performance pathway; predictors, behaviors, and outcomes. Relationship with Job Analysis, Work Analysis, Org Design, and Strategic Alignment.
Framework critique	Drift, overload, vague language, and the risks from competency usage.
Applied redesign lens	What better framework logic looks like and how alignment can be improved.
Practice and review	Discussion, examples, and framework interpretation exercises.
Consolidation and next steps	Improvement priorities, local application, and follow-through options.



## CONCEPTUAL MODEL TO PRACTICAL METHODS

- Workload analysis value for organizational diagnosis
- Facilitated practical exercises and method applications
- Structured individual and group feedback
- Optional post-session coaching support
- Certificate of participation or assessed certification options

## BRING STRONGER DISCIPLINE TO COMPETENCY INTERVIEWING

Run this masterclass in-house, or enquire about individual participation, certification options, and tailored delivery.

ORGMASSTR can also tailor programs to specific organizational conditions or priorities.

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