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Competency Based Training

Who:	A major Middle East oil company.
Critical Issue:	Required their leadership and technical competencies to be reviewed, updated and added to all organisational training programmes for Leaders, Managers, Superintendents, Supervisors, Seniors, Technicians and Administrators.
Reasons:	They wanted to improve in-house training content and training outcomes to reflect international best practices and meet the future strategic skills needed by all company employees.
Capabilities Required:	They required a competency expert to revise the training content and suggest recommendations for improvement.
What I provided:	I redesigned the course outlines and tested the competencies by identifying 'most competent employees' to validate the training content. I designed a 'Guide to Using Competencies' and trained management to in applying competencies in recruitment, performance management and in personal development etc. to embed the competencies in daily operational activities. I trained in-house personnel to ensure the competencies were incorporated and used in training courses delivered by preferred external training suppliers.
Results:	The company now uses these leadership, management and functional competencies to support career development initiatives.
Benefits:	The company now has a reliable and objective measurement of what effective employee performance look like in the workplace and in the training room.