Competency Framework for Public Innovation Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In an era of rapid technological, social, and economic change, public sector organizations need highly competent teams capable of driving innovation while ensuring effective governance and service delivery. Competency Framework for Public Innovation Training Course equips participants with the tools, knowledge, and practical approaches required to build innovation-driven capacities, align skills with organizational strategies, and foster a culture of creativity and problem-solving across public institutions. Participants will explore frameworks for measuring, developing, and enhancing competencies that directly support public innovation, digital transformation, and citizen-centric services.

The course combines theory, practical exercises, and real-world case studies to help public officials, managers, and innovators implement competency models that improve organizational performance, decision-making, and service quality. Emphasis is placed on building strategic capabilities, adaptive leadership skills, collaborative problem-solving, and data-driven innovation practices. By the end of the training, participants will be equipped to design, implement, and sustain competency frameworks that drive measurable improvements in public innovation outcomes and institutional effectiveness.

Programme Curriculum

Competency Framework for Public Innovation Training Course

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Course Objectives

1. Understand the concept and importance of competency frameworks for public innovation.
2. Identify core competencies required for innovative public sector performance.
3. Apply competency mapping to align individual, team, and organizational goals.
4. Develop strategies for enhancing adaptive leadership and creative problem-solving.
5. Integrate innovation principles into public policy design and service delivery.
6. Use digital tools and data analytics to measure and monitor competencies.
7. Establish performance indicators linked to innovation objectives.
8. Promote cross-functional collaboration and knowledge sharing.
9. Design training and development programs based on competency gaps.
10. Build a culture of continuous learning, experimentation, and risk management.
11. Apply change management techniques to implement competency frameworks.
12. Evaluate the impact of competency frameworks on organizational innovation outcomes.
13. Align competency frameworks with governance, accountability, and stakeholder expectations.

Organizational Benefits

- Enhanced innovation capacity across public institutions
- Improved decision-making and service delivery
- Stronger alignment of individual skills with organizational goals
- Increased employee engagement and performance
- Effective identification and closing of competency gaps
- Better collaboration and knowledge sharing among teams
- Strengthened leadership and problem-solving capabilities
- Integration of data-driven approaches to innovation
- Improved governance, accountability, and transparency
- Sustained culture of learning, creativity, and experimentation

Target Audiences

- Public sector managers and administrators
- Policy makers and government officials
- Innovation and transformation officers
- HR and organizational development specialists

- Digital government and e-governance teams
- Public service consultants and advisors
- Training and development coordinators in government
- Leadership and executive teams in public institutions

Course Duration: 5 days

Course Modules

Module 1: Introduction to Competency Frameworks

- Define competency frameworks and their relevance to public innovation
- Explore the link between competencies and organizational performance
- Identify core skills, behaviors, and attributes for innovation
- Understand the benefits of competency-based workforce planning
- Examine global best practices in public sector innovation
- Case Study: Implementing a competency framework in a government innovation lab

Module 2: Core Competencies for Innovation

- Identify technical, leadership, and behavioral competencies
- Assess innovation capabilities within teams and departments
- Map competency requirements against public service objectives
- Recognize the role of adaptability, creativity, and collaboration
- Develop competency profiles for key roles in public innovation
- Case Study: Core competency mapping in a municipal innovation initiative

Module 3: Competency Assessment and Gap Analysis

- Conduct skills audits and competency assessments
- Identify gaps between current and desired competencies
- Use assessment tools and frameworks for measurement
- Develop actionable plans for addressing gaps
- Align competency development with organizational strategy
- Case Study: Competency gap analysis for a digital government project

Module 4: Building Leadership and Adaptive Capacity

- Develop adaptive leadership skills for innovation challenges
- Apply strategic thinking and problem-solving in complex environments
- Promote risk-taking and experimentation within teams
- Encourage cross-functional collaboration for innovation initiatives
- Use coaching and mentoring to build leadership capabilities

- Case Study: Leadership development program for a public sector innovation team

Module 5: Designing Training and Development Programs

- Align learning interventions with competency gaps
- Apply blended learning, workshops, and experiential methods
- Monitor and evaluate the effectiveness of training programs
- Integrate knowledge sharing and peer learning approaches
- Use digital platforms for competency-based learning
- Case Study: Developing a public innovation academy curriculum

Module 6: Performance Measurement and KPIs

- Define metrics for assessing innovation competencies
- Develop key performance indicators for individuals and teams
- Monitor and report on competency development progress
- Use dashboards and analytics to support decision-making
- Link competency outcomes to organizational objectives
- Case Study: KPI tracking for innovation-driven government programs

Module 7: Embedding Innovation Culture

- Promote a culture of creativity, experimentation, and continuous improvement
- Encourage collaborative problem-solving across departments
- Recognize and reward innovation contributions
- Manage resistance to change and foster engagement
- Implement change management strategies aligned with innovation objectives
- Case Study: Embedding a culture of innovation in a public agency

Module 8: Sustainability and Governance of Competency Frameworks

- Institutionalize competency frameworks for long-term impact
- Align frameworks with governance and accountability standards
- Integrate stakeholder feedback into competency development
- Monitor and update frameworks to reflect evolving innovation needs
- Evaluate the impact on organizational performance and service delivery
- Case Study: Scaling a competency framework across a national public sector institution

Training Methodology

- Instructor-led presentations and conceptual briefings

- Hands-on competency mapping exercises
- Group discussions and collaborative problem-solving sessions
- Case study analysis of real-world public sector innovation projects
- Role-playing and simulation exercises for leadership and adaptive skills
- Action plan development with facilitator feedback and peer review

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.
f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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