Competencies – a cycle of supporting business processes

IMPACT : Competencies^{2}SM

Competencies – a cycle of supporting business processes

Identify and Define

- A vision for what you want OID (Organization and Individual Development) to be in *your* environment
- The competencies you need to execute your strategies and achieve your objectives
- The competencies you *will* need to remain competitive in your industry and thrive throughout your planning horizon

Organize and Prioritize

- Competencies into manageable architectures compatible with your operating structure and other business processes
- Competencies into meaningful and practical position descriptions with clear lines of responsibility and authority

Validate and Communicate

- Review competencies with appropriate parties to ensure validity, relevance, and comprehensiveness
- Develop appealing and engaging communication strategies – *competencies should not remain well kept secrets!*

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Competencies – a cycle of supporting business processes

Integrate and Deploy

- Integrate your prioritized competencies throughout your "recruitment to retirement" life cycle of talent/HR business processes
- Deploy the right competencies to the right efforts (e.g. jobs, projects, initiatives)

Develop and Assess

- Identify competency gaps that are preventing (or may prevent you) from being as effective and successful as you can be
- Select optimal development approaches - surround each competency gap with an *effective* and *engaging* solution
- Assess continuous competency development and the effectiveness of learning solutions

Innovate and Grow

- Foster a "culture of competencies" and knowledge-sharing
- Continuously anticipate the competencies of the future and your bench strength – stay ahead of the change curve
- Discover and capitalize upon "hidden" competencies
- Think and talk about competencies in customer /client-centric terms

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