

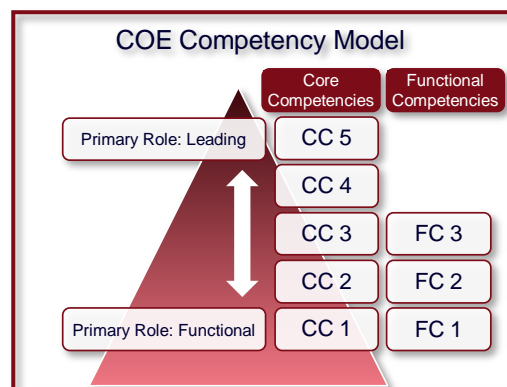
Competency Modelling

Develop and Deploy the Competency Framework For Your Organisation

Competencies are behaviours that enclose the knowledge, skills and attributes required for successful performance. Competency Modelling is the activity of determining the specific competencies required for high performance and success in a given job. Hence, competencies enable employees to achieve results and create value. Competencies that are aligned with business objectives help advance an organisation's success. Therefore, organisations must understand their core competency needs such as skills, knowledge, behaviours and abilities for people in key roles to deliver business results.

Steps to develop a competency model

1. Defining the measurable criteria for outstanding performance in the job
2. Selecting a focus group of people performing this job with expected performance
3. Identifying behaviours shown by the focus group that lead to success
4. Deriving hypotheses about competencies of outstanding performers and their influence on producing desired results
5. Confirming hypotheses with focus group results
6. Applying competency model in human resource framework
7. Monitoring organisational objectives and keeping the competency model up-to-date



Competency models define major parameters for the recruitment process and influence performance management systems. Competencies are the basis for establishing development plans for job holders and drive reward and recognition considerations.

Deploying a competency model in any given organisation is a change initiative that needs to be treated like that.

Our Value Proposition

Our consulting team bring with them experience in competency development and implementation.

We enhance the skills of your people to empower them to successfully continue and manage the competency-based HRM Framework in future.

We transfer our knowledge to your people throughout our relationship. Your learning is part of the project. "Success" = Results + Skills Transfer

