

# Competency Modeling



## OVERALL OBJECTIVE

**The Creating Competency Models for Organizational Development Workshop** aims to ensure that participants know the critical core competencies their company needs to grow into the future and know how to create competency models for each job in their company.

Participants will understand how to effectively use competency models as a foundation for people development that will provide long-term, strategic impact to the organization and gain a competitive advantage by leveraging the power of their people.

## OUTCOMES

Participants will be able to:

- understand what a competency is
- realize the need to identify core business competencies to meet strategic objectives
- see how competency models become a strong foundation for an integrated performance management system
- Identify the competencies needed by all levels of employees to achieve a greater competitive advantage
- Describe competencies in ways that can be observed and measured objectively; in terms of knowledge, skills, behaviors and attitudes
- Identify how to effectively phase in the implementation of competency models and determine the appropriate sequencing
- Position competency models as a strategic business tool in order to provide valuable input into your organization's strategic planning process
- Apply competency models in the areas of
  - recruiting and selecting
  - developing and retaining
  - managing performance
  - rewarding and recognizing

## CONTENT

- **What is it?**
  - Competency Definition
  - Competency Components
  - A Competency Model
- **Why use?**
  - Strategic Intent
- **Where apply?**
  - Competency Model Application
- **When emerged?**
  - Job Analysis vs. Competency Modeling
- **How design?**
  - The Use of Taxonomies
  - How is Data Collected?
  - Key Questions to Ask
  - Competency Model Types
  - Quality Criteria
- **How could it look?**
  - Examples
- **How implement?**
  - What Will Influence the Choices You Make?
  - Phases
- **How can we help?**
  - Design & Implementation Tool
  - My Action Plan