



## Competency Modeling

What enables people to endure turbulent, competitive business environments?  
Or sudden crises?

Our Competency Modeling process leverages our experience and a unique methodology to ensure that your colleagues can remain focused on self-management, resilience or “hardiness” when facing inevitable business challenges.

Competency development often requires technical subject matter knowledge and skills along with non-technical human elements such as abilities, aptitude, and personal characteristics. Together, both technical and non-technical elements of job requirements can be structured, communicated and leveraged to keep behavior aligned with mission critical objectives. Coupled with a Performance Management Program that measures, motivates and maintains solid business relationships continuously, competencies and performance management programs keep your workforce on-track.

The development of competencies aligns work behavior with business strategy. In addition, competency development is often the foundation for building:

- Selection tools
- Assessment and development centers
- Performance management programs
- Mentoring programs
- Executive education strategies
- Succession planning tools and methods

As a foundation for the design of personnel decision-making processes, competency modeling is an important component of human resources’ overall due diligence to ensure compliance with Federal Laws and to adhere to professional standards of practice like the Uniform Federal Guidelines and EEOC.