

Organizational Development – Competency Modeling

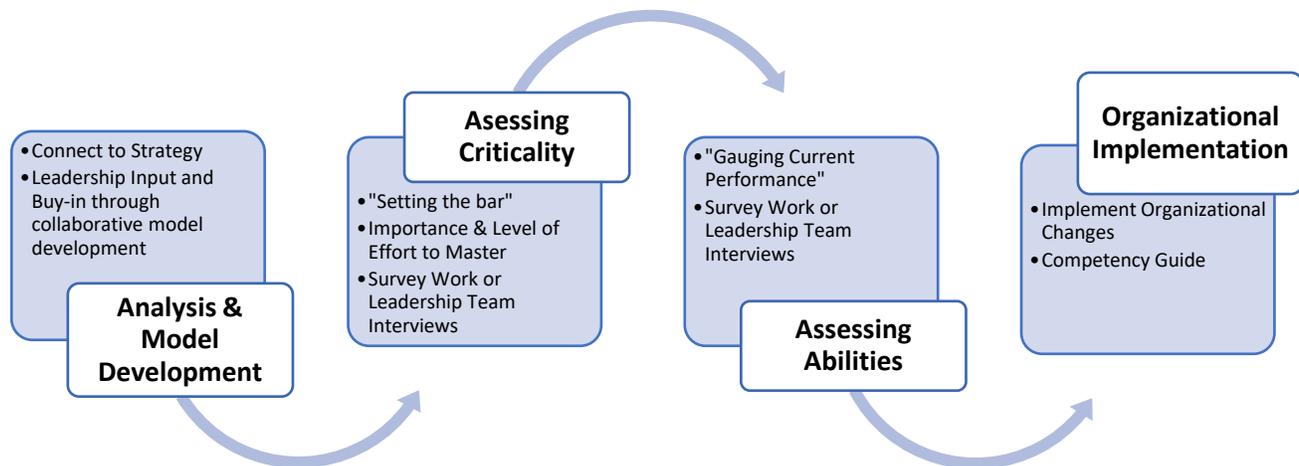
Unlock the Potential in Your Organization by Aligning Your People with Your Strategy

At Dering, we think of competency model development as “unlocking the potential in your organization.” In practice, the model creates a clear connection for staff members between the strategy of the organization and their specific roles. Additionally, our competency modelling process provides data to support your organizations talent management decisions and align critical people-related activities including, hiring, onboarding, workforce development and performance management

Tactically, Dering’s competency-based approach leads your organization through a series of tasks to develop the competency model and then analyze your organization. The data collected through our process yields valuable people-related insights from which to base your organizational decisions.

Our Process

We call it “People Analytics” and it occurs in the four phases outlined below, which include tasks that can be tailored to your organization’s needs.



Process Output

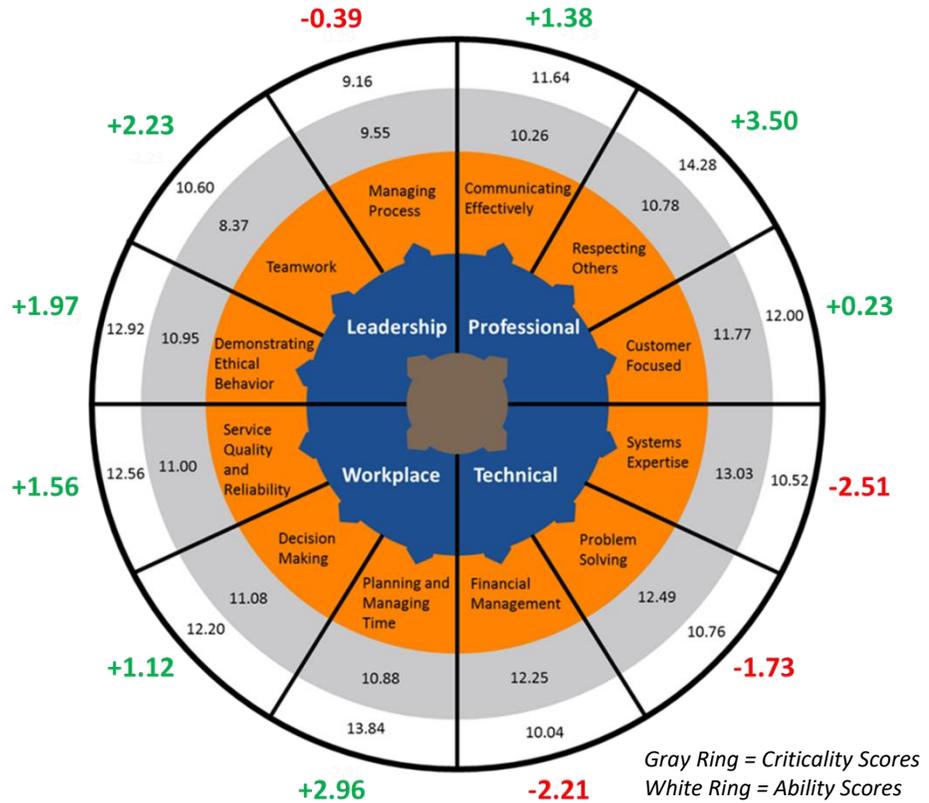
The output of our process is a visual representation of your organization’s quantified strengths and opportunities for improvement. Gaps are quickly identified, which leads to targeted action.

Tools for Implementation

Two tools we develop during competency modelling projects are competency dashboards and competency guides.

A competency dashboard is an Excel-based analytical tool that converts all the data gathered in our process into actionable insights.

In practice, a competency guide is a “user manual” for the competency model. It prioritizes competencies within the organization, and it identifies the core KSAs/behaviors for each competency. It is like a road map to success for your people. The guide is a great tool for assisting your supervisors in on-boarding new hires into the culture of your organization and managing performance expectations.



Result

An organization with better alignment between your strategy and your people which leads to better performance.

