Competency Modeling

The right competencies become the building blocks for your talent goals

DWC





### The opportunity

Competency modeling defines the critical capabilities needed to help create success for the organization and the employee.

- Clarity about what is required for success – for the organization and the individual
- Consistency in how performance and progression is viewed and evaluated across the organization
- Connectedness by tying individual performance to the organization's mission, goals, and values

# The opportunity

Competency modeling provide the foundation for multiple HR and people management practices. Successful models not only help define the competencies in terms that are job-relevant and easy to understand, but can also be readily translated into various talent management programs including:



360 Feedback and other Assessments



Recruitment and Selection



Career Paths Succession Planning



Compensation and Rewards



Learning and Development



Performance Management



### Technology Accelerators

Job Profiler validates the competencies needed within or across roles for the purposes of building a competency model. It allows for the identification of the more critical and frequently used competencies, as well as the proficiency levels required.

### Flexible online tool

- Helps identify and align critical capabilities, skills, behaviors and proficiency levels tied to job profiles, functions/families or competencies
- Understand key differences in your population to inform both the capabilities framework and change management

PwC Job Profiler	Ň		SF	
Please rate the following items by their level of importance to you:	Not Relevant	Less Relevant	Desirable	Essential / C
Decision Making - Takes initiative and action to make decisions	mos roelevant	Less roblevant	Destrable	caserial / C
Leadership - Provides others with direction and motivation				
Working with Others - Gains a deep understanding of people in order to work well with others				
Ethics and Integrity -Adheres to principles, values and ethics of the organization				
Relationship Building - Creates a strong network of internal and external relationships				
Persuasion -Gains agreement or commitment by making strong and clear arguments Verbal Communication -Economics oneself effectively through verbal				
Verbal Communication - Expresses oneself effectively through verbal communication - Expresses oneself effectively through written				
winter Communication - Expresses oneser exectively intrough written communication Technical Acumen - Shows strong expertise in a specific technical areas				
Analysis -Examines information to draw clear or rational conclusions				
Learning Orientation - Seeks opportunities to learn and apply learnings				
Creativity and Innovation - Produces new or improved ideas, processes, products or the like				
Strategic Thinking - Demonstrates comprehensive and future-oriented thinking				

#### Why PwC?



PwC brings deep experience in I/O psychology, organizational development and applied experience to help tackle complex

organizational challenges.



We help customize approaches to meet clients' unique needs and goals, incorporating proven approaches and methodologies to solutions and roadmaps that connect talent architecture to talent management approaches.



Our technologies allow for greater involvement, faster results, and deeper analysis. The Job Profiler helps clients accelerate and validate the identification of job-specific critical skills, knowledge and abilities.



# Benchmarking Data

This allows for client-specific customization informed through a robust data set across industries, organizational size, and functions. We have access to benchmarks across industries and organizational type, size, and geography.



Nik Shah, Principal, People Analytics Leader <u>nik.shah@pwc.com</u> | (202) 297-2584



© 2020 PwC. All rights reserved. PwC refers to the US member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details. This content is for general information purposes only, and should not be used as a substitute for consultation with professional advisors.