

The right competencies become the building blocks for your talent goals



The challenges

How can I drive clarity and consistency in performance expectations?

We need to define core leadership capabilities specific to our culture.

We need to better align employee behaviors to business priorities.

How can I better define expectations for progression?

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**



Why PwC?



Subject matter experience

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



Proven approaches, customized

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.



Advanced technologies

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.



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