L&D Cheat Sheet
Achieve competency promise
Advance levels and stay in the game

The ultimate hack to successfully implement a competency-based framework in your organization.

Did you know?

74% of firms believe that defining essential competencies by talent and job role is significant to the business.

61% of companies have somewhat or not at all identified crucial talent categories and key job positions in their organizations.

72% of firms say employee and leader skill development is either partially or not at all focused on developing competencies needed to meet business objectives.

9% of talent management budgets were spent on competency management in organizations in the year 2014. In 2016, the figure fell more.

Challenges

Ever wondered why there is a huge gap between **thinking to implement** and **actually implementing** a competency-based framework in organizations?

There are some major roadblocks that organizations face while they try to implement a competency-based model successfully:

- **How to align competency development with corporate objectives?**
- **No defined competencies in place**
- **Incorporating competencies into the existing systems is not a cakewalk**
- **Perceiving a competency-based framework just as an HR function instead of a business necessity and many more…...**

It is clear that there are numerous challenges that companies go through, yet, they still struggle to find a way to successfully create and implement a competency-based framework but don't worry, you have cracked the code!

Hacks

Hack #1
Define the purpose

Knowledge before doing is important! Before you start examining tasks and **determining what each role requires for success,** make sure you understand why you're establishing the framework in the first place.

Hack #2
Focus on "crucial" competencies

You want to hire and retain the best talent, right? Everyone does. So, identifying and establishing those key competencies that make your employees stand out from the crowd will automatically help you design a much more effective competency-based framework for your business.

Hack #3
Consult "everyone"

By everyone, we mean include employees from all business divisions who will use the framework so that they are **well informed about the developments** and assist in keeping the framework updated and relevant. The more transparent you are, the better the outcome will be.

Hack #4
Establish "behaviors" not "tasks"

Within each defined competency, the competency framework should clearly **specify the basic essential behaviors** rather than activities - this is crucial to effectiveness.

Hack #5
Structure "groups"

Create and refine **separate stakeholder groups or job families** while designing and implementing a competency framework as it will help in rapid scaling because even different roles and titles demand a similar set of competencies.

Hack #6
Aligning competency framework with the company values and strategic goals

Wondering how this problem can be resolved? Ensure that all the defined competencies are **relevant across all the organizational culture, functions, and job roles.** Establishing the values of these competencies for each group aligning with business objectives will give your competency framework a defined purpose and meaning in the organization.

Hack #7 – Keep it simple!

Last but not the least, keep your framework as simple as possible. Ultimately, your end goal is to make people use the framework and not tuck it away and forget about it.

Train and build business-specific core competencies in no time!

Try EasySIM, a competency management software system that outlines, defines, builds, and manages corporate competency-driven learning and assessment while helping in developing business-specific core competencies to optimize business impact.

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