

L&D CHEAT SHEET

EasySIM®

SET YOURSELF UP FOR SUCCESS. IMPLEMENT A COMPETENCY-BASED FRAMEWORK SUCCESSFULLY.

Competencies are the soul of a competency framework in an organization. You would have a crystal-clear view of what competency is, the competency framework, and how it takes a business forward. In this cheat sheet, we'll dig deeper to understand the competency game in detail to help you stay in the race to be a successful competency-driven organization!



69% of businesses indicated that their competency management was either slightly or not at all beneficial.

BEFORE WE MOVE AHEAD, EVER WONDERED WHY EVERYBODY STRESSES OUT ABOUT THE FACT THAT YOUR DEFINED COMPETENCIES ARE REQUIRED TO BE ALIGNED WITH YOUR BUSINESS VISION?

Let us answer shortly; competencies are difficult to replicate since they reflect the comprehensive knowledge and skills that an organization has accumulated over time. If they are in line with the objectives and mission of the business, they serve as **the cornerstone for sustained competitive advantage**—this alignment results in the development of teams' and context-specific competencies.

If it is not aligned, MANY IMPORTANT COMPETENCIES MIGHT BE COMPROMISED ONCE AN INDIVIDUAL LEAVES!!



IN OUR LAST CHEAT SHEET, WE WENT TO GREAT LENGTH ON HOW TO ALIGN COMPETENCIES WITH YOUR COMPANY'S VISION, MISSION, AND GOALS. IF YOU HAVEN'T SEEN IT YET, CHECK IT OUT BELOW!

DOWNLOAD NOW!

Now, coming back to this cheat sheet, even after successfully developing a competency-based framework for your organization, there are strong chances that your framework might fail to get implemented within your organization.

WHAT IS THE ROOT CAUSE BEHIND THESE SUCCESSFUL COMPETENCY FRAMEWORKS FALLING SHORT?

Kudos to our thorough investigation and research, we found that the most frequent causes behind this failure are:

- A lack of understanding of the framework's advantages;
- Inadequate training and development;
- No connection between the framework and the organizational objectives;
- Problems in deploying the framework for businesses having a global presence; and
- Issues in implementing the framework at scale for companies having a huge workforce.



WONDERING HOW TO SOLVE THESE HURDLES?

Don't worry; we have drilled down some of the essential **"to do"** practices within different business areas in your company that will help you solve this challenge in no time!

BEST PRACTICES WHILE IMPLEMENTING A COMPETENCY-BASED FRAMEWORK

LEARNING & DEVELOPMENT

- #1 Concentrate on "vital skills."
- #2 Establish criteria to evaluate learning.
- #3 Create "learning routes."
- #4 Utilize a tool to manage learning.
- #5 Define learning needs based on business objectives



RECRUITING & SELECTION

- #1 Set a comprehensive recruitment and selection procedure.
- #2 State clearly – The current and future competencies required for the job role.
- #3 Establish clear and straightforward selection criteria.
- #4 Create objective, fair criteria to evaluate candidates.
- #5 Develop an evaluation process that links hiring success to work performance.



PERFORMANCE MANAGEMENT

- #1 Sync up personal objectives with organizational and business unit strategies.
- #2 Determine whether process improvements are required.
- #3 Take "behavioral changes" into account while evaluating applicants.
- #4 Conduct regular evaluations for designing an effective training.
- #5 Set up an efficient "360-degree feedback" process.



CAREER DEVELOPMENT & SUCCESSION MANAGEMENT

- #1 Identify job-specific competencies requirements and convey them clearly for proper planning.
- #2 Build a stage-wise development program to improve employees' skills and get them ready to take charge.
- #3 Plan targeted assessments to assign/move employees to specific job roles/divisions.



STRATEGIC PLANNING

- #1 Specify the number of competencies and personnel needed to perform responsibilities.
- #2 Design and implement learning pathways to close performance gaps.
- #3 Assess the present competencies against the required competencies to achieve goals.
- #4 And finally, the most important.... monitor the progress!!



BONUS TIP:

A continuous and thorough evaluation procedure is essential for the success of a competence framework deployment. Role-plays, simulations, and multi-source input are just a few examples of the competency-based assessment approaches that may be used. Make sure your approach is trustworthy, equitable, legitimate, and impartial.

We hope these innovative practices help you level up your competency implementation game within your organization and achieve competency standards.

If you need further assistance in implementing a competency-based framework in your organization, feel free to reach us!!

BOOK A FREE CONSULTATION CALL

We would love to be a part of your journey to becoming a successful competency-driven organization and achieve that competitive edge.