

Competence Management

Our client needed to link competencies to all its training programmes and streamline to remove overlaps. Hundreds of training programmes were evaluated and signed off including technical and behavioural competencies for Leaders, Managers, Superintendents, Supervisors, Seniors, Technicians and Administrators across the organisation.

A 'Guide to Competencies' was developed and issued which explained the role of competencies in the employee performance and development cycle. Business approval was obtained on the linkage between competencies and each training programme.

Competent employees were identified and used to validate the framework and training content. We then trained the client's personnel in how to ensure the Company's competence model was incorporated into the courses delivered by preferred external training suppliers.