

## **Technical Ladder**

Our client operates in a country ambitious to diversify to industries requiring higher technical skills and to maximise local employment. In line with this, our client had a large insourced IT organisation that has historically been successful at management development and leadership succession. Unfortunately, technical development was weak and a source of concern.

We introduced a system of Functional Discipline Management. The concept included role and practices of Chief Engineer for IT, Telecommunications and Data Management. Detailed technical ladders for developed with defined competencies and leadership attributes at critical development stages including delegated decision authorities within each discipline's community.

Implementation involved assessing the current organisation and incumbents in each of the discipline communities, identifying existing talents and gaps, recommending Functional Discipline Chief appointments including associated accountabilities, defining key plan deliverables and major milestones.