

Bergander Team Development can assist you in the design and implementation of a Competency Framework that will develop your managers and your teams and move your business towards your vision.

Competency Frameworks are being increasingly regarded as an essential component of staff development. Bergander has established itself as experts in the development and implementation of such systems.

A Competency Framework approach is very powerful because it articulates and actually implements the values of an organisation. The values of the organisation are expressed in terms of competencies for managers or teams. By objectively assessing management performance and behaviour against these values and agreeing development objectives for each manager (or each team) the values of the organisation are progressively transformed from aspiration to reality.

In a recent article from the CIPD (Chartered Institute for Personnel & Development) it was found that the top 6 uses of competency frameworks were in:

- Performance management and appraisal
- Personal development plans
- Management training and development
- Job descriptions
- Person specifications
- Management selection and recruitment

A clear benefit of Competency Frameworks over other management development systems is in the way they produce a clear linkage between the goals of an organisation and the goals and objectives of individual managers (or individual teams).

It is essential that the values and their definitions and the system by which they will be applied and measured is created through some form of management consensus to ensure ownership and buy-in to this way of working.

How we would apply this in your organisation

To gain ownership and build momentum towards successful implementation of a tailored and relevant Competency Framework we would begin with a presentation to the management team of how Competency Frameworks work and how they can be applied for the benefit of managers, teams and the business as a whole.

Senior management workshops will follow to agree the requirements for effective teams, to agree key behavioural competencies and then how they can be described and presented in the form of the Framework.

The next stage is to develop the system for measuring the competencies and for converting the measurements into development requirements for individual teams or managers.

Finally, a system for continuous development of the system must be agreed so that it remains always in tune with your organisational goals and changing environment.

The exact methodology would be discussed and agreed and will vary according to the level of consultation required and the number of different competencies.

Please contact ianleigh@bergander-teams.com to discuss a Competency Framework for your organisation.