



Competency Builder

Align your competencies with your business strategy

SMD's Competency Builder provides the tools and resources for organizations to identify competencies that are aligned with your business strategy. By aligning leader and employee behaviors with key business outcomes, organizations can hold employees accountable for behaviors (through the performance management process) and develop key competencies that drive results.

Link
HR Processes
to Outcomes

Calculate
ROI

Reduce
HR Costs

Simplify
Analytics &
Reporting

Analyze

- Collect input from subject matter experts to identify skills and behaviors common to high performers
- Customize the competencies in our validated competency library to fit your needs
- Align competency development efforts with organizational strategies and values

Act

- Synthesize data to identify critical competencies and obtain organization-wide buy-in
- Integrate competencies with talent management processes

Achieve

- Enhance consistency in behaviors across leaders and employees
- Calculate a return on investment to quantify the impact of behaviors on business outcomes

Features and Benefits

- Validated Competency Library for leaders and employees
- Development Tips Guide
- Job analysis surveys to identify critical competencies
- Customized to meet your organization's requirements
- Scorecards with ROI estimates for competency improvement

Services Provided

- Competency Modeling Workshop with Subject Matter Experts
- Survey design and analysis of results
- Customization of competency models

