The right competencies become the building blocks for your talent goals

The challenges

- How can I drive clarity and consistency in performance expectations?
- We need to define core leadership capabilities specific to our culture.
- We need to better align employee behaviors to business priorities.
- How can I better define expectations for progression?

The opportunity

- Competency modeling defines the critical capabilities needed to help create success for the organization and the employee.
  - **Clarity** about what is required for success – for the organization and the individual
  - **Consistency** in how performance and progression is viewed and evaluated across the organization
  - **Connectedness** by tying individual performance to the organization’s mission, goals, and values

Competency modeling provide the foundation for multiple HR and people management practices. Successful models not only help define the competencies in terms that are job-relevant and easy to understand, but can also be readily translated into various talent management programs including:

- 360 Feedback and other Assessments
- Recruitment and Selection
- Career Paths and Succession Planning
- Compensation and Rewards
- Learning and Development
- Performance Management
Technology Accelerators

Job Profiler validates the competencies needed within or across roles for the purposes of building a competency model. It allows for the identification of the more critical and frequently used competencies, as well as the proficiency levels required.

- **Flexible online tool**
- **Helps identify and align** critical capabilities, skills, behaviors and proficiency levels tied to job profiles, functions/families or competencies
- **Understand key differences in your population to inform** both the capabilities framework and change management

Why PwC?

- **Subject matter experience**
- **Proven approaches, customized**
- **Advanced technologies**
- **Benchmarking Data**

PwC brings deep experience in I/O psychology, organizational development and applied experience to help tackle complex organizational challenges.

We help customize approaches to meet clients’ unique needs and goals, incorporating proven approaches and methodologies to solutions and roadmaps that connect talent architecture to talent management approaches.

Our technologies allow for greater involvement, faster results, and deeper analysis. The Job Profiler helps clients accelerate and validate the identification of job-specific critical skills, knowledge and abilities.

This allows for client-specific customization informed through a robust data set across industries, organizational size, and functions. We have access to benchmarks across industries and organizational type, size, and geography.

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