



## VALUE-ADDED SERVICES BY CATALYSTONE

# STRATEGIC COMPETENCE DEVELOPMENT

*The purpose of this workshop is to enable you to establish a platform for strategic competence development in your organization.*

## TARGET GROUP

HR, key personnel responsible for competence development in the organization.

Supported by CatalystOne™ Competence Development software.

## Description

Based on the organization's strategy and business idea, we conduct a competence analysis to identify the key competence areas and roles strategically important to achieve overall goals.

Second, we define the competencies and competence levels per key role.

This will be the base for a structured competence mapping process on an individual level to identify any competence gaps.

## CONTENT

Background; what is competence; generally?

- the competence model
- strategic competence

Workshop I

- identify strategic competence areas and key roles

Workshop II

- identify critical competencies and required competence levels for each key role

## YOU WILL GET

- the opportunity to discuss and analyze. required competencies and key roles vs the strategy
- good insight in strategic competence mapping by
  - identifying critical competence areas, competencies and key roles
  - developing role based competency profiles ready for gap analysis

## TIME REQUIRED

2 x 3h (1-3 weeks between each session)

**NUMBER OF PARTICIPANTS** 5 – 15