

Talent Assessment Solutions

Client Success Story Series #4



Competency Modeling

Rapid service to design new competency models for senior positions in a multi-billion dollar company.

● The Client Challenge

As part of its continuing business expansion, a large national manufacturing company created a number of new Director and senior manager positions. To begin a systematic process to evaluate internal candidates, each new role required a clear competency model.

● Our Solution

Guided by related job descriptions, and our internal database of senior leader performance models, our business psychologists ran interviews with several key executives.

In addition to identifying key competencies, a larger 'Success Model' was created for each role by also uncovering the main drivers of engagement, and the leadership behaviours that could cause the most risk in the job.

● Outcomes



Success Models were created for 2 roles within a week;



Over the following year, we collaborated with the client's HR team to repeat this for 10 more new senior roles;



Continually refining the process and reducing the work time required.