Got Competencies? Now What?

“My company just spent the last eight months and a good amount of money developing a competency framework and now it’s just a binder collecting dust on my shelf.”

Competency models are a foundational element to any world-class talent management strategy. While many organizations understand the benefits of implementing competency systems, two common pitfalls are the inability to develop them with a valid process and implement them in a concrete and effective manner.

In order to avoid statements like the one above, it is critical to create valid competency models to identify behaviors that lead to success and integrate them into most, if not all, supporting talent management processes (i.e. selection, coaching and development, performance management, etc.). This can ensure optimal system alignment and drive superior business strategies, results, and overall people development.

Learning Objectives:

• Understand competency model fundamentals, including how competency models can help establish clear employee expectations and “raise the bar” of performance for today and the future.

• Learn about an efficient, innovative study process used to develop valid competency models, correlated to high performance, that increase organizational ownership, while significantly reducing disruption and risk.

• Understand how to apply competency models through practical competency-based tools and systems to drive greater employee development, engagement, and performance.

About the Speaker:

Luciano Gregoretti is an International Talent Management and Human Resources Consultant for TalentFirst a consulting firm that specializes in designing and deploying integrated talent management strategies and tactics, across a wide range of companies including Johnson & Johnson, Merck, Panasonic, and the US Army. Luciano’s job is to provide companies actionable talent management solutions, including broad-scale competency models and competency-based tools. Luciano started his career in the human resources department of Pirelli Tire, in Europe working in training and talent acquisition. Prior to joining TalentFirst, Luciano had also consulted for several European companies in the pharmaceutical, retail, luxury, financial services and automotive industries. Luciano holds a BS Degree in Psychology and a MS Degree in Social, Industrial and Organizational Psychology.