

Assessment tool for Leadership Competency: Developing People

<b>COMPETENCY</b>	<b>DEVELOPING PEOPLE</b>			
<b>DEFINITION</b>	The ability to plan and support an individual's or team's abilities so that they can fulfill current or future job/role responsibilities effectively.			
<b>LEVEL</b>	<b>BASIC</b>	<b>INTERMEDIATE</b>	<b>ADVANCED</b>	<b>SUPERIOR</b>
<b>CORE DESCRIPTION</b>	Utilizes the appropriate, known, or available interventions that can help close or improve the competence of staff such as training programs or knowledge or reference aids.	Intervenes in the development of individuals or groups by using or running simple solutions that help close or improve competency gaps such as coaching sessions or learning aids.	Intervenes in the development of individuals or groups by designing specialized for specific solutions to competency gaps such as assessment methods or succession planning.	Champions and leads the organization towards a learning culture committed to continuous improvement and talent development.
<b>SAMPLE/ INDICATIVE BEHAVIORS</b>	<input type="checkbox"/> Determines the skills, knowledge or attitude gaps of individuals or groups based on simple observation and analysis.	<input type="checkbox"/> Dialogues with individuals groups to understand, identify and/or present the actual or perceived knowledge, skill or attitude challenges and builds personal or team motivation to address such.	<input type="checkbox"/> Leads in the development of policies, processes and/or mechanisms for identifying talent, managing and developing them and preparing them for new or future assignments or responsibilities.	<input type="checkbox"/> Leverages on investments made relative to training and development or involves self actively in investing on technologies in order to further talent development and thereby achieves organizational Strategic Objectives.
	<input type="checkbox"/> Identifies or recommends known or available interventions such as training programs or knowledge or reference aids to address such gaps.	<input type="checkbox"/> Knows when and how to adjust or change interventions selected or applied based on the personality and gravity of the gaps in knowledge, skill or attitude of individuals or groups.	<input type="checkbox"/> Uses creative ways of developing and inspiring talents such as job enrichment and job enlargement in order for them to become more effective in their jobs or capable of taking on bigger and more significant challenges and roles.	<input type="checkbox"/> Ensures talent accountability among employees and supports them with tools or technologies that they can use or adopt for their development.

	<ul style="list-style-type: none"><li>□ Creates a safe environment where individuals and team members can openly share concerns about skills and its relationship to their performance.</li></ul>	<ul style="list-style-type: none"><li>□ Creates own tools or partners with the appropriate party or group for guidance and/or creation of interventions designed to improve or enhance the knowledge, skill or challenges of individuals or groups.</li></ul>	<ul style="list-style-type: none"><li>□ Empowers talents to come up with their own solutions to performance or competency problems, and providing them opportunities to exercise, share and apply such newly learned skills.</li></ul>	
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