



Core Competencies Accelerator Package

What you need to know

Your mission, vision, and values should be more than just words in a business plan, or a blurb on your company's website. When core competencies are defined and measured, it shows. HRSRG's Core Competencies Accelerator Package puts the tools in your hands to **define** and **measure** those key, core behaviors that drive your organization forward.

Drilling into an HRSG competency



Competencies help pinpoint the visible behaviors that successful performers demonstrate while working on any given job. These behaviors are the result of various skills, motivations, abilities, traits and knowledge an employee may possess.

Defining your core competencies ensures that everyone in your organization embodies those key behaviors, in everything they do.

Sounds great in theory, right? Well, here's what it looks like in practice.

Competency: Client Focus

Definition: Providing service excellence to internal and/or external clients.

| Level 1 | Level 2 | Level 3 | Level 4 | Level 5 |
|------------------------|------------------------|--|------------------------|------------------------|
| Behavioral Indicator 1 | Behavioral Indicator 1 | Looks for ways to add value beyond clients' immediate requests. | Behavioral Indicator 1 | Behavioral Indicator 1 |
| Behavioral Indicator 2 | Behavioral Indicator 2 | Addresses the unidentified, underlying and long-term client needs. | Behavioral Indicator 2 | Behavioral Indicator 2 |
| Behavioral Indicator 3 | Behavioral Indicator 3 | Enhances client service delivery systems and processes. | Behavioral Indicator 3 | Behavioral Indicator 3 |
| Behavioral Indicator 4 | | Anticipates clients' upcoming needs and concerns. | | |

Dispatch diagnostic **competency assessments** to determine an individual's competency proficiency level.

Dispatch in-depth job-specific competency assessments to **assess an individual's effectiveness** at a specific proficiency level.

Include competencies at the required level of proficiency on **job descriptions** to describe the behaviors required for successful performance in a job.

Interview candidates against the specific competencies and behavioral indicators mapped to a job.

Help **chart an employee's path for growth** by articulating competency progression as it relates to job requirements.

Let's turn those vision and value statements into measurable behaviors.



Vision and values

Our experts will research and review the main cultural drivers of your organization (values, mission, vision, goals).

1



Selection and recommendation

We'll recommend an initial set of core competencies that align with your company's differentiators and values.

2



Survey

We'll launch a survey through our CompetencyCore software that allows your leadership and subject matter experts to 'vote', and give their insights on the most relevant core competencies from our initial list of recommended competencies. A final list will then be selected.

3



Content and advisory

You'll get a perpetual license to four core competencies, along with professionally-developed interview questions that allow you to put these competencies to work. Our experts will advise you on the strategies and techniques to implement the content and see results immediately.

4

"With competencies, **there's a specific set of behaviors that make it clear.** We can create interview questions around these competencies, and we can talk to people about where they need to be in their jobs, or what they need to move to the next proficiency level for the next job. **It makes it very easy.**"

— Tracey Piper, DXL Group



A solution package designed to launch your project quickly.

Starting at just

\$5,995 USD

+ applicable taxes

Core Competency Accelerator Package

Get HRSG's multi-level core competencies, industrial organizational psychologists, and tools working for you today at a one-time, fixed cost.

Your package includes:

- ✓ License to 4 multi-level core competencies
- ✓ Expert advice, customized to your needs
- ✓ CompetencyCore Survey Technology
- ✓ 20+ core competency interview questions

Ready to go? Let's get started.

Grab a quick consultation with our solutions consultant to kickstart your organization's core competencies and help you see results in weeks, not months or years.

Grab a Time