

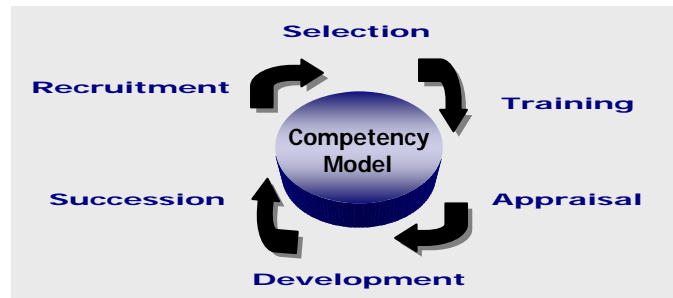


EASI•Consult® has extensive experience developing and validating competency models for Fortune 500 and public sector organizations. We employ techniques that have been researched and documented in social science journals over the last 40 years.

 **COMPETENCIES**...“characteristics that differentiate highly effective performers from others.”

 **Effective Competency Models** capture the essential knowledge, skills, abilities and values needed for superior performance.

▲ **Integrating HR Initiatives** – Successful organizations know the importance of strategic human resource planning and the integration of HR initiatives. This may sound complex but is a natural by-product of a well developed and leveraged competency model. The model can become a core driver for complementary HR systems. It offers a common language or metric to measure Human Capital effectiveness. HR Systems, using this language, allow employees to see connections between what got them hired, where they can further develop, how to advance and what is important to the company's success.



▲ **Stakeholder Buy-in** – It takes more than sound research. Regardless of how strong your competency model may be, managers and employees have to trust its legitimacy and see the value of it. Buy-in comes with the opportunity for input. EASI•Consult® emphasizes this in our approach. We work with your team to determine the best approach to establish buy-in from your key stakeholders.

▲ **Breadth of Models** – We can advise you on how broad your models should be.

- Specific Jobs (Salesperson, Scientist, Supervisor)
- Functional Groups (Finance, IT, Sales)
- Levels of an organization (Individual Contributor, Supervisor, Manager, Senior Manager)
- Business Unit or Organization

▲ **Job-Specific and Behavioral** – A common misconception is that all competencies are similar in nature. We make a clear distinction between job-specific knowledge or skills (*Technical/Functional Competencies*) and robust personal characteristics (*Behavioral Competencies*). Both are important, yet we believe the distinction is equally important. While the first is easily seen as linked to the content of the job, the latter tends to transfer across jobs and is enduring. This distinction has strong implications for all areas of HR initiatives.