

# Including Technical Competencies in Competency Models

1

## Conceptualizing Project

1. Identify target group and jobs
2. Determine the business need- why is model needed?
3. Develop approach for project- what must be done; e.g. data gathering sessions
4. Gain sponsor approval for approach

2

## Project Planning

1. Develop project plan and timeline
2. Working session with sponsor and key people to review plan and timeline
3. Identify people for resource team and those needed for data collection activities; e.g. for panels needed, who is on panels
4. Define roles and responsibilities for project team
5. Develop and launch communication plan

3

## Data Collection

1. If unfamiliar with target job(s), conduct Technical Job Requirements Interviews as needed
2. Conduct panel(s) with SMEs to:
  - a. Identify technical competencies for target jobs
  - b. Write definitions for each competency
  - c. Create behavioral criteria for the proficiency levels
3. Conduct panel(s) with department leaders to agree on the competencies needed for each job and the required proficiency levels

4

## Data Analysis and Coding

1. Integrate results from all panel sessions
2. Review data from leader interviews to ensure that the competencies they identified are reflected in model(s)
3. Use resource team for additional information needed or to fill in missing data

5

## Building the Models

1. Prepare draft of model(s) showing:
  - a. Competencies with definitions
  - b. Indicators for the proficiency levels for each competency
  - c. Chart showing competencies needed and required proficiency levels for each target job
2. Review with project team and sponsor; revise based upon feedback
3. Prepare version of model for communication and use in applications

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## Develop Applications

1. Develop materials needed to support initial applications, e.g.:
  - a. Evaluation process and report to be used to conduct baseline evaluations on all incumbents
  - b. Suggested questions for use in selection interviews to focus on required competencies
2. Develop communications for model and new applications; schedule and conduct training needed
3. Develop implementation plan including success measures to be used

# Technical Competency Framework For Information Management Im

**Marius Fieschi, Enrico Coiera, Yu-Chan  
Jack Li**

## **Technical Competency Framework For Information Management Im:**

Systems Engineering Competency Assessment Guide INCOSE,2023-01-26 Systems Engineering Compilation of 37 competencies needed for systems engineering with information for individuals and organizations on how to identify and assess competence This book provides guidance on how to evaluate proficiency in the competencies defined in the systems engineering competency framework and how to differentiate between proficiency at each of the five levels of proficiency defined within that document Readers will learn how to create a benchmark standard for each level of proficiency within each competence area define a set of standardized terminology for competency indicators to promote like for like comparison and provide typical non domain specific indicators of evidence which may be used to confirm experience in each competency area Sample topics covered by the three highly qualified authors include The five proficiency levels awareness supervised practitioner practitioner lead practitioner and expert The numerous knowledge skills abilities and behavior indicators of each proficiency level What an individual needs to know and be able to do in order to behave as an effective systems engineer How to develop training courses education curricula job advertisements job descriptions and job performance evaluation criteria for system engineering positions For organizations companies and individual practitioners of systems engineering this book is a one stop resource for considering the competencies defined in the systems engineering competency framework and judging individuals based off them

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**Organizational Survival in the New World** Alex Bennet, David

Bennet, 2004-02-18 In this book David and Alex Bennet propose a new model for organizations that enables them to react more quickly and fluidly to today s fast changing dynamic business environment the Intelligent Complex Adaptive System ICAS ICAS is a new organic model of the firm based on recent research in complexity and neuroscience and incorporating networking theory and knowledge management and turns the living system metaphor into a reality for organizations This

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