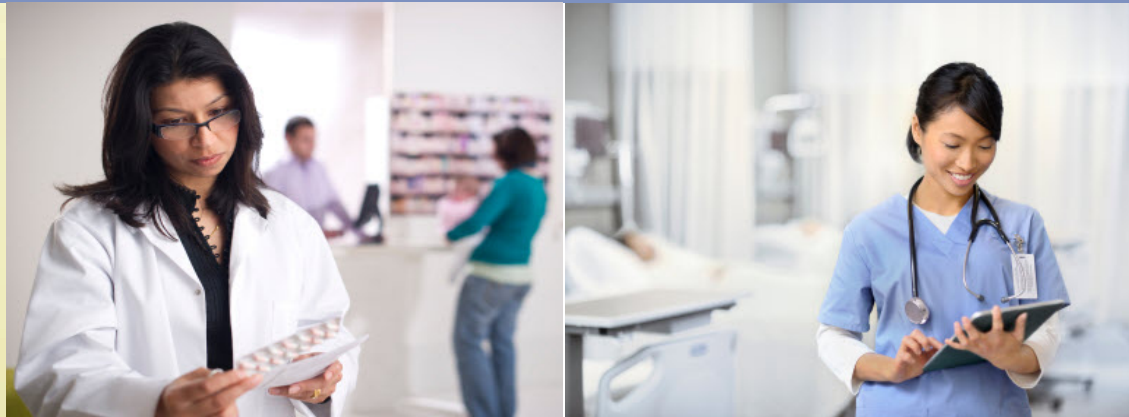# Centranum® HRadvance

Leading Edge Fully Integrated
Capability & Competency Development Platform

Capability Development

Capability Development

Define, track and develop staff capability

- ❑ Capability framework management
- ❑ Job Role Capability Requirement profiles
- ❑ CV - Personal Portfolio
- ❑ Certification Tracking
- ❑ Competency Management
- ❑ Gap Analysis
- ❑ Individual development planning and tracking
- ❑ Development Resource Catalogue
- ❑ Learning Management
- ❑ Training effectiveness evaluation
- ❑ On demand Training and Capability Reporting

centranum
performance & capability development

Capability Development
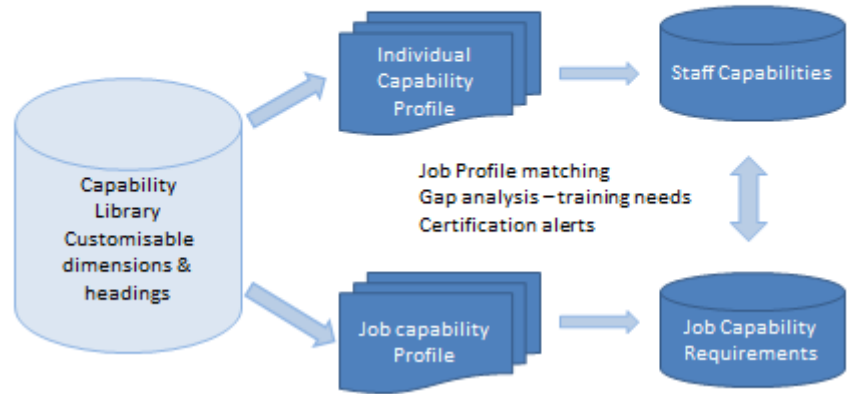
centranum
performance & capability development

Capability Tracking

Requirement specification and CV, gap analysis - for compliance, succession,

✓ **Capability Requirements Analysis**
Tools to analyse job specific capability requirements such as qualifications, professional memberships, certifications and experience.

✓ **Capability Profile** - **T**ools to capture rich details of each staff member's actual capabilities. Up to 8 configurable fields for each subheading - for example job experience. Matching reports compare Internal CV with any job role requirement profile. The internal CV is updated automatically with completed training.

Capability Library Customisable dimensions & headings

Individual Capability Profile → Staff Capabilities

Job Profile matching
Gap analysis – training needs
Certification alerts

Job capability Profile → Job Capability Requirements

✓ **Certification Tracking** Comparison of Capability Requirement profiles and Internal CV enables reporting on expiring and required certifications. The automated notification system can be set up to provide reminder emails and SMS messages for affected individuals.

✓ **Capability Gap Analysis** Brings together all streams of information; comparison of individual capability versus requirement, consolidated reports of logged development needs and consolidated competency gap reports for prioritisation of training,
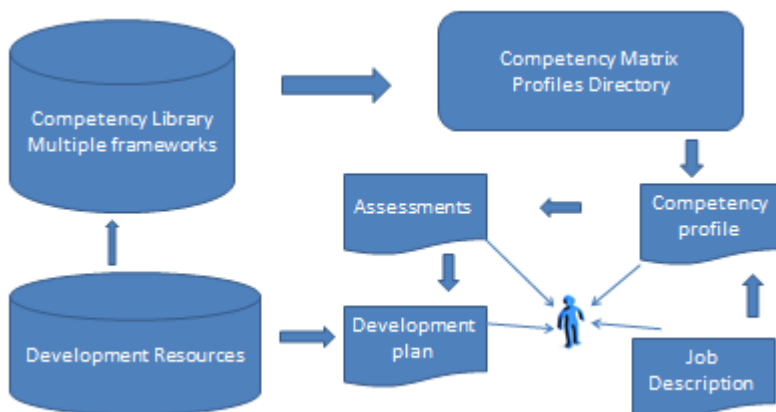

Competencies Gap Report
Competencies_Gap_Report
Number_of_Employees

Communication
Teamwork
Customer focus
Business Acumen
Conscientiousness
Delivering Results
Relationship Building
Managing the Team
Personal Leadership
Innovation
Strategy & Vision
Project Management

Number_of_Employees
-3 -2 -1 0 1

✓ **Competency Assurance and Development**
Competency Library management tools support the definition of simple or complex competencies in one or more competency frameworks with optional competence levels.
Competencies are mapped to requirement profiles which are used in assessments and knowledge tests. Each individual may have several profiles simultaneously.
Comprehensive graphical reporting on competency levels, gaps and trends. Individual reports and consolidated reports filtered by period, team, functional area, site or division.

Competency Library Multiple frameworks → Competency Matrix Profiles Directory

Assessments ← Competency profile

Development Resources → Development plan

Job Description

✓ **Learning Management** The Individual Development Plan registers development needs. It provides a competency linked searchable resource catalogue and training calendar with course registration and course request functions.

There is an optional multi level approval process for selected development resources, with completion tracking and automated course evaluation forms. There is an option to launch development resources directly from the individual development plan.

Individual development objectives are tracked for progress and for time, cost, and manager rated effectiveness. Management reporting provides on demand consolidated information on development resources, staff development plans and actual activity including all completed training.