



## Competency Assurance & Development



Competency development tools that support all competency frameworks & assessment needs, from the most simple to the most complex.

Comprehensive competency analytics for risk management, compliance, quality assurance, performance improvement, training needs analysis, staff development & deployment

***Comprehensive competency management tool set for knowledge intensive industries - engineering, technology, construction, professional and financial services***

- Competencies specific to your organization's purpose, culture and operations
- For use throughout the employee lifecycle
- Values, Core, Leadership, Professional & Technical competencies all supported
- Integrated learning and development resources
- Define and update all competencies in one place
- Quickly and easily map competencies to job groups and specific job roles
- Accurate assessments in operational settings with validation and evidence
- Access on demand information on competency gaps, levels and development progress

<https://www.centranum.com/competency-management>

email: [info@centranum.com](mailto:info@centranum.com)

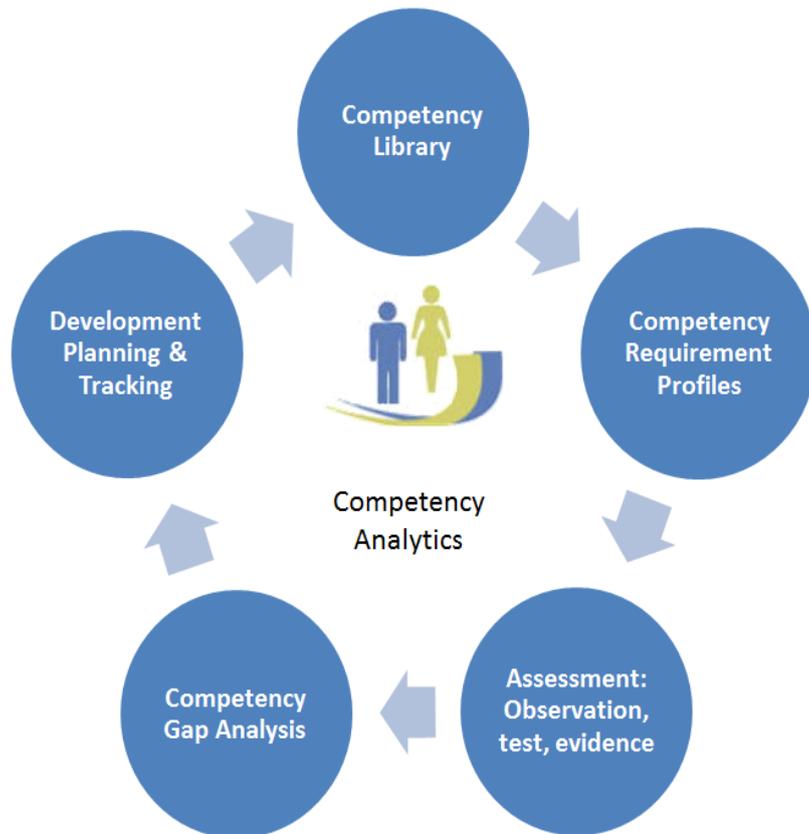
Phone:  
Canada +1 646-657-1025  
New Zealand: +64 9 478 5167  
Singapore: +65 9815 3403  
Middle East +971 4.298.1220

## Competency Frameworks

Central Competency Library supports multiple frameworks arranged by customizable categories.

## Competency Library Management

Supports multi level Competencies and Indicators. Manage Competency headings, subheadings, descriptions, indicators and rating scales. Editing and updating functions with publication protocol ensure flexibility and data integrity. Configurable Subject Matter Expert access to designated library areas.



## Competency Mapping

Using the Competency mapping tool select competencies, subheadings and indicators for requirement profiles.

Profiles can be linked to job roles and arranged in career pathways.

Individuals are assigned to one or more profiles for on demand viewing of expectations and assessment.

## Flexible Competency Assessment

Values based behaviours and core competencies may be assessed as part of a performance review cycle, or at any time.

Leadership, professional, technical and clinical competencies may be evaluated using our separate developmental assessment platform which includes competency linked knowledge testing, validation and evidence submission.

A wide range of assessment options gives unparalleled flexibility. Assessments can be created for multiple staff at once, minimising administrative time. Reviewer assignment is easily managed and updated.

## Customizable 360 Feedback

This feedback tool can be used for any competency set. Graphical reporting shows personal blind spots, differences in perception between defined groups such as managers, reports and colleagues, areas of strength and development opportunity. Report cover, introduction and appendices may be customized.

## Gap Analysis & Individual Development Planning

Competency Gaps are automatically displayed on the personal dashboard, and in the Individual Development Plan. Individuals can locate competency linked resources from a catalogue or from the competency profile. On-line Learning Resources may be launched directly from the Development Plan or Competency Profile. Progress and completion of development objectives may be tracked by status, progress notes, expended time and cost. Managers have the option to comment on and rate the effectiveness of training initiatives.

## Competency Intelligence

Individual reports by assessment show current and historical competency levels and gaps. An extensive range of consolidated reports provides information on competency levels, gaps and trends across the organization. Data may be analyzed by time period, organizational units and teams as well as by selected profiles and competencies. Reports are available at the indicator level to provide rich information on learning needs, and for sourcing expertise within the Organization.