Centranum®

Tracking and Developing Capability

Centralise all capability and competency information with Centranum's integrated platform.

A comprehensive set of applications to identify staff capability needs in alignment with organization strategy, track actual capability levels, plan, implement and monitor development initiatives and a real time window into capability across the organization

Comprehensive capability management tool set for knowledge intensive industries - healthcare, engineering, technology, construction, social, professional and financial services

❑ Manage Capability and Competency frameworks specific to your organization's purpose, culture and operations. Define and update all in one central library.

❑ Use Job analysis wizard to create and update Job Capability Requirement Profiles

❑ Quickly and easily map competency requirements to job groups and specific job roles

❑ Capture rich CV data from staff and candidates, find the best match for any job or project

❑ Assess on job competence with validation and evidence

❑ Provide staff access to relevant job support and development materials

❑ Use Integrated L & D applications for planning, training delivery & management

❑ On demand information on capability/competency gaps, levels and development progress

: https://www.centranum.com/understanding-organizational-capability   email: info@centranum.com

Request a demo: https://www.centranum.com/request-demo/

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centranum
competency management systems

People and Capability

Two distinct client customizable frameworks
Capability – for factors not immediately observable – CV data
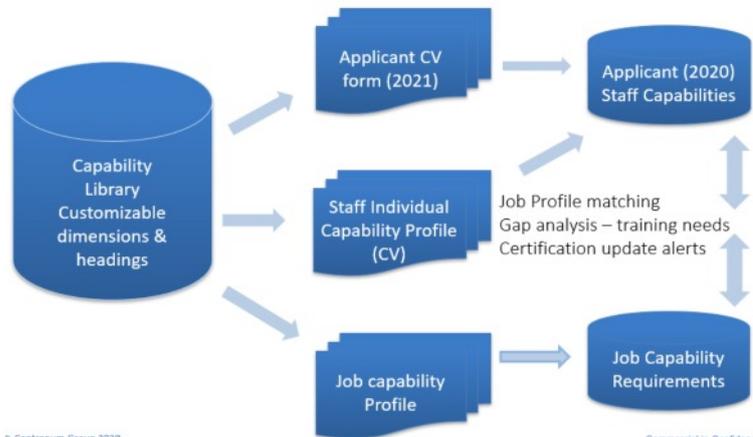Competency for observable knowledge and skills

Capability and Competency Frameworks

Central Competency Library supports multiple competency frameworks arranged by customizable categories.

The Capability framework allows for customization on 3 levels - Heading , Sub Heading and Capability details

Library Management

Editing and updating functions with publication protocol ensure flexibility and data integrity. Configurable Subject Matter Expert access to designated competency library areas.

Competency Management

Use the competency mapping tool to map any type of competency (values based, core, leadership, functional/technical, clinical competencies) to general or job specific profiles.
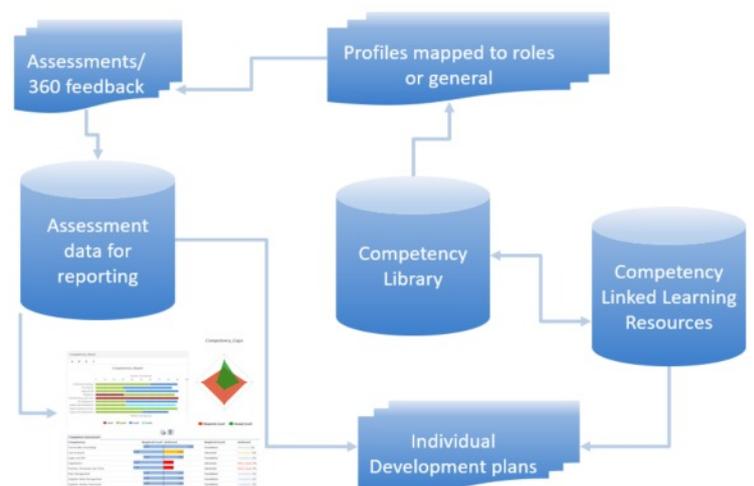
A wide range of assessment options, including 360 feedback, gives unparalleled flexibility. Assessments can be created for multiple staff at once, minimising administrative time. Assessor assignment is easily managed and updated.

Integrated Learning & Development - close the gaps

Link all development resources to Capability and Competency frameworks to ensure strategic alignment.

Create development plans for job on boarding and automatically assign to individuals. Create individual action plans to close gaps. Track individual development plans and progress.

Manage job support and informal development materials in a range of formats. Manage training courses, classes, approvals and attendance.

Search, match and track Capabilities

Use the job analysis tool to identify capability requirements for each job role.

Gather Capability information from candidates and staff.

Compare required to actual to find gaps, best match to jobs, and expiring legal and mandatory credentials/certifications

Competency Analytics

Individual assessment & feedback reports 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.

On demand individual and consolidated reports for all aspects of learning and development, as well as training management.

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