


Is managing the “whole” employee too big a bite to take?

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Who am I?

- Chris Paine
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Where are we at?

- Job Profile Builder
- Capabilities (aka Centre of Capabilities)
- Capability Portfolio
- Opportunity Marketplace
- Learning Competency Integration
- Career Development Planning
- Succession Management
- Workforce Planning





Mind the gap

- Skills and behaviours vs competencies
- Reviewing Team based behaviours (Team Dynamics – watch this space!)
- Managing Team level diversity and balance
- Migration of CDP templates to new model
- Alignment of Learning to competencies

How are we
going to do
this?

STEP 1 – COLLECT DATA

STEP 2 - ??????

STEP 3 – PROFIT!

With all due credit to the underpants gnomes in
South Park episode “Gnomes”.

What do we want?



Value is everything

Value MUST be realised at every step of the process.

Unless value is recognised, maintaining the momentum will be harder and harder.

Value not measured and not communicated is value not realised.

Bite sized
chunks





Panel Discussion



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