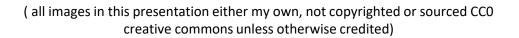
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Who am I?



- Chris Paine
- SAP Mentor
- 20+ years of SAP HCM consulting experience
- Chief HR Geek @ Discovery Consulting
- Exec Board Member for Technology and Innovation
- @wombling
- Blog: www.wombling.com







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



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

(Re)Imagine your goal

Celebrate the win

Implement step towards goal

Measure the value

Panel Discussion



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