



competency profiling.

as part of OIM's integrated leadership talent offering

Competency profiling is an essential component of HR management.

It identifies the competencies – skills, knowledge, attributes and attitudes – required for each job level or role to optimise your organisation's performance.

Simply put, it provides you with a scientific framework to help ensure you deploy the right talent in the right role with the right responsibilities.

This framework is therefore key to the rest of your HR and talent management processes, guiding aspects such as recruitment and selection, training and development, performance management, and retention and succession.





Define the required skills, knowledge, attributes and attitudes for each role

OUR OFFERING

> Leading international frameworks

OIM offers a range of leading competency framework models and provides clients with advice about the most suitable model for their needs.

> Scientific online tools

We follow a systematic approach to competency profiling and use

scientific online tools to provide valid and reliable results that are benchmarked against international standards.

> Competency analysis and profile design

We work with subject matter experts, line managers and strategic stakeholders in business to conduct a competency analysis and design a competency profile

per job level, outlining which competencies are essential, desirable and less desirable.

> Customised frameworks

The available competency models are customised according to the client's environment and business needs. OIM also has the expertise to design a unique framework if required.



> Key business benefits

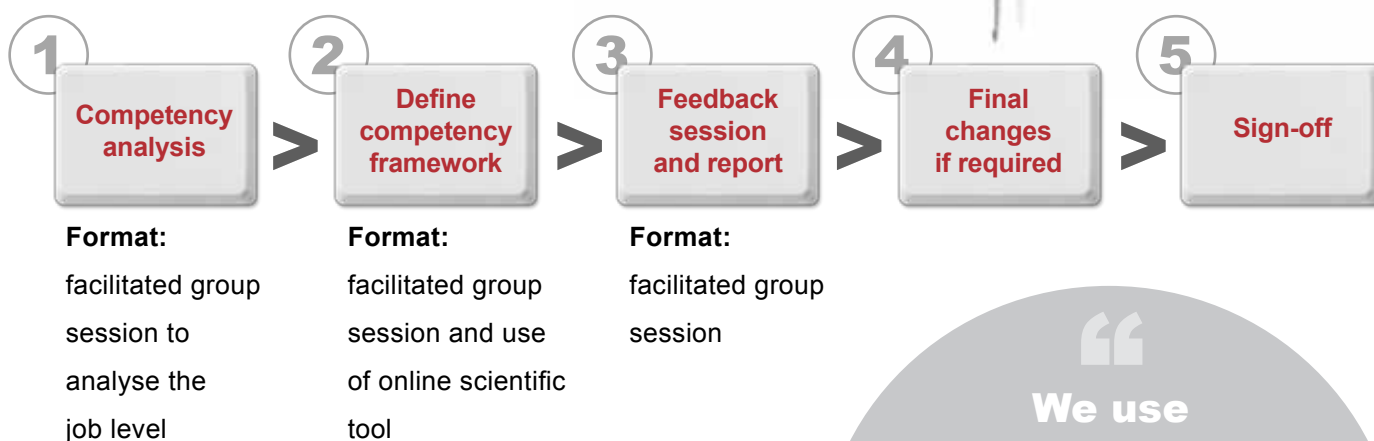
- Own a framework against which to assess, develop and manage your organisation's talent.
- Know exactly which skills, knowledge, attributes and attitudes are required for each job.
- Create a common "talent management language" for your business.





SOLUTION OVERVIEW

> Typical process per job level



> Timelines

- OIM's average contact time for a competency profile per job level is three hours.
- Should clients opt for a framework that is unique, the time frame is approximately one week for each job level.

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We use competency profiling tools by international talent companies SHL and Saville.
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THE OIM DIFFERENCE

- OIM's leadership talent team can lay claim to solid knowledge of both business and human behaviour. They are all registered industrial psychologists and organisational development practitioners with experience in talent management, team dynamics and leadership development.
- The team has successfully facilitated competency profiling interventions in a range of industries, including finance, retail, manufacturing, fast-moving consumer goods and mining.
- OIM works in partnership with leading talent assessment companies SHL and Saville giving clients peace of mind that results are reliable, valid and benchmarked against international standards.
- We don't simply offer standard frameworks, but customise profiles for clients' specific needs and business objectives. We can also design truly unique frameworks for clients.