



**NiN-Compass**

***The All Encompassing***  
**Competency Management System**

A Presentation by



UniTol Training Solutions

# Contents



\* Competency Based Management



# UniTol\* Training Solutions – About Us



UniTol Training Solutions Pvt. Ltd.

*UniTol Training Solutions provides **products**, **tools** and **platforms**, and **services** company serving both the Demand and Supply side of Corporate Training*



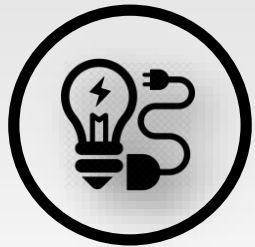
**Our Vision**

***Be the preferred solutions partner for L&D needs of organizations, by providing curated supply side information***

\* UNITOL = UNIque + TOtal



# UniTol's : Complete Product Canvas



## Supply Side Products

Trainer DB(~ 6000) across the locations, skills sets, industries and specializations



Trainer utilities to enhance productivity and client servicing capabilities

Built-in feature for handling large scale /multiple training roll outs



Training Venues Information system: A portal which lists over 7500+ training venues – across India and globe



Platform to bridge trainer-participant through the training process



## Demand Side Products



On-premise & cloud based (SaaS, PaaS) Training Mgmt System for managing Training Process & demand generator for Trainers & Venues



- Compas

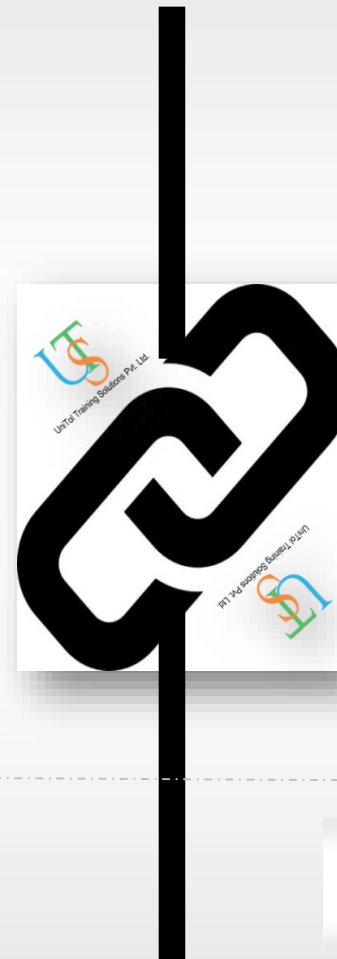
Comprehensive Competency Management system which enables roll-out of assessment and development process; and enables a CBHRM



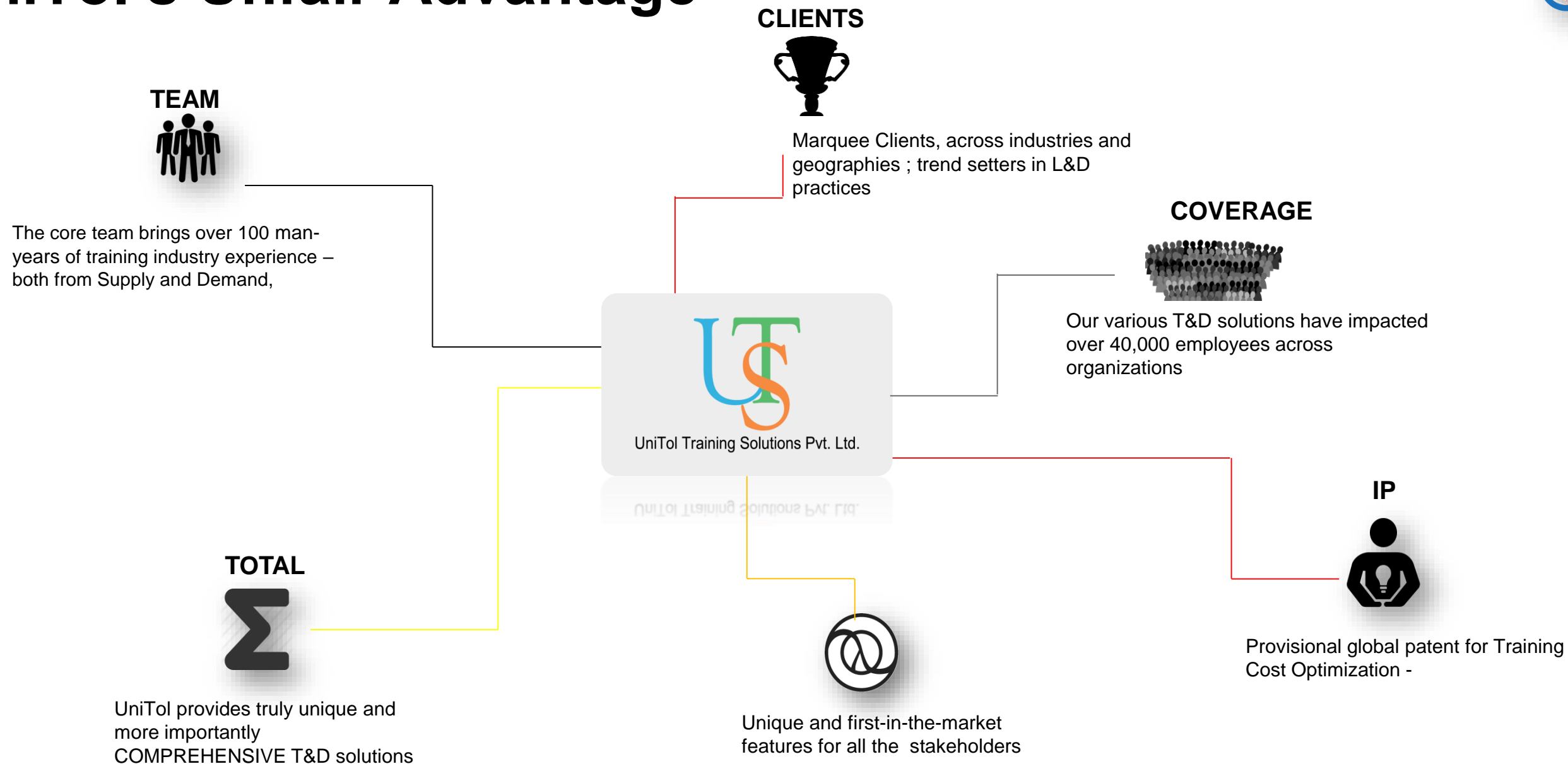
A listing/directory and registration facilitating portal for MDP/EDP programs from across the world (targeted for Middle/Sr. Mgmt)



A suite of off-line solutions serving whole and/or parts of the Training Value Chain, leveraging on the On-line tools and also the supply side platforms.



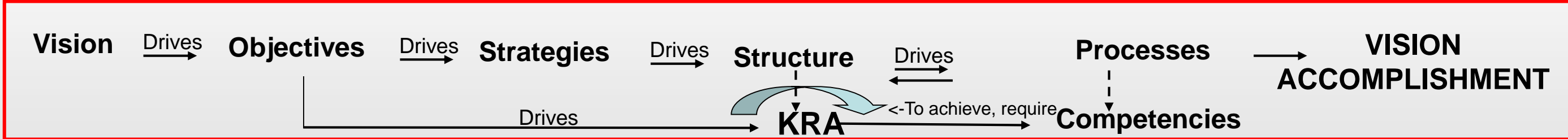
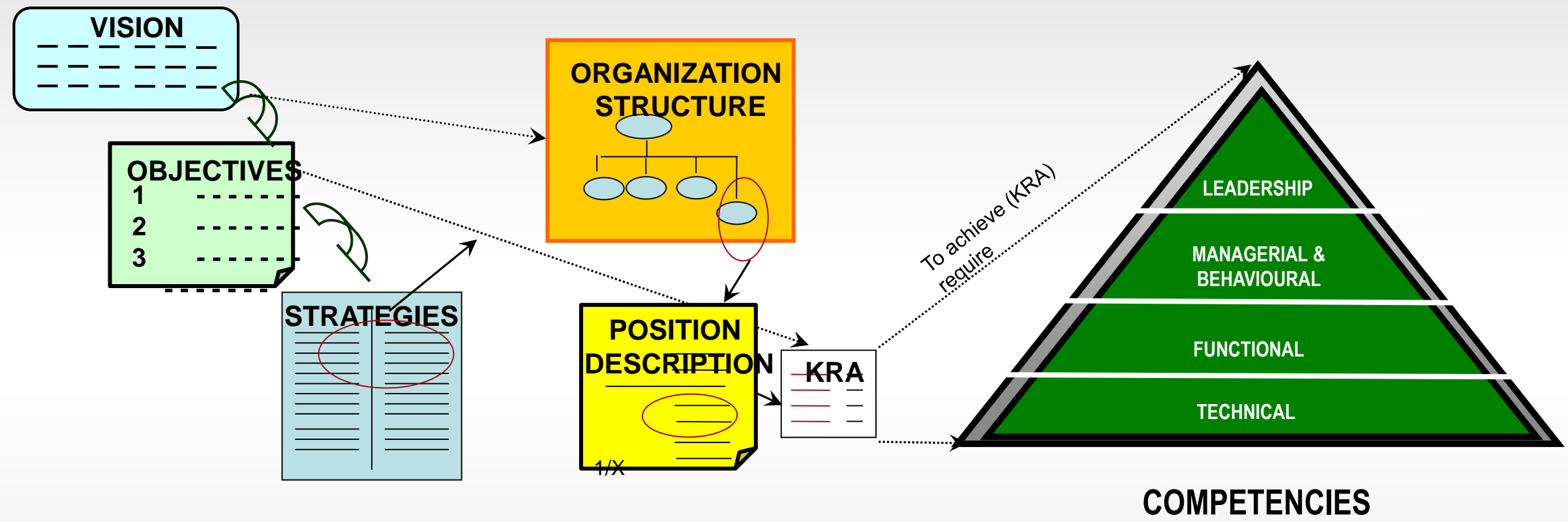
# UniTol's Unfair Advantage





# Introduction to Competencies & CBM

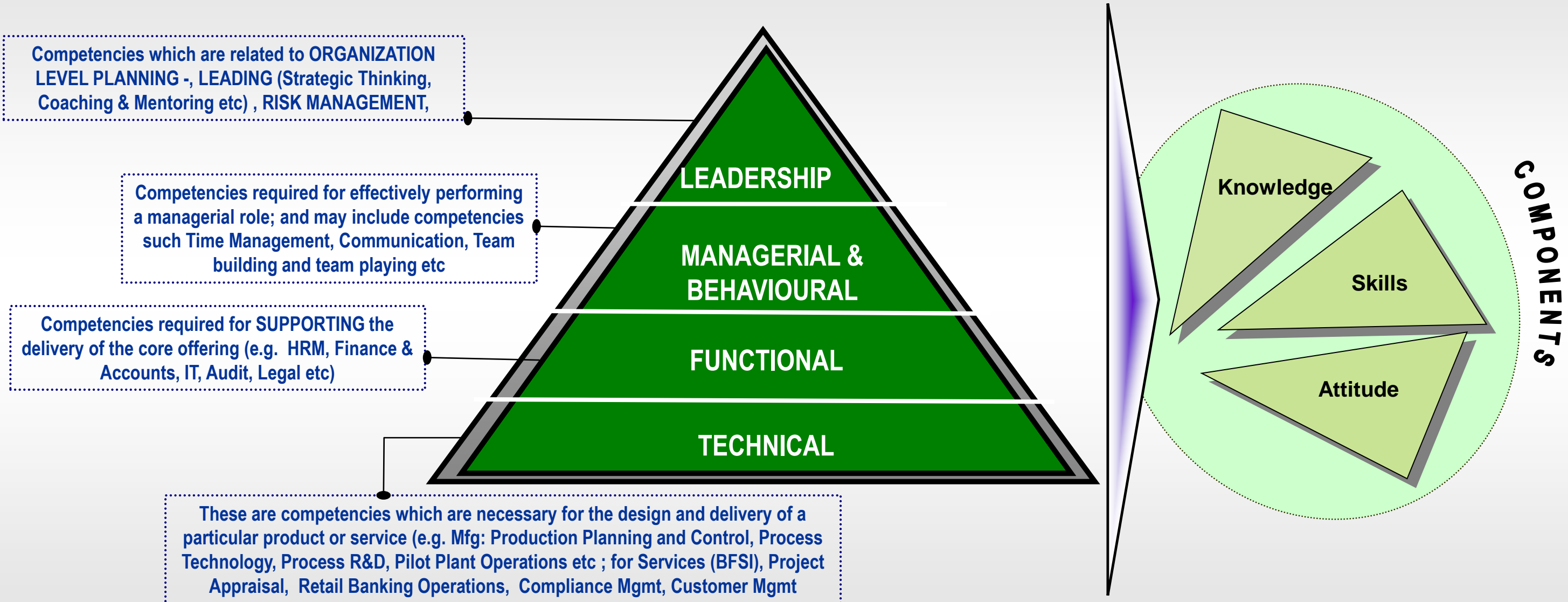
Competencies are key for Vision Accomplishment





# Introduction to Competencies & CBM

## Competency Defining & Framework





# Competency Management System

*Using Competency Based system for managing all the key processes in the HR Value chain – from **Recruitment to Severance***







# Our Product



**NiCompas**

<https://N-Compas.com>

***The All Encompassing***  
**Competency Management System**

## GROWTH COMES WITH INVESTMENT IN PEOPLE

Competency development has direct impact on business results.



## WE WORK WITH CLIENTS TO CUSTOMIZE THE COMPETENCY DEVELOPMENT MODELS

We know that each client has unique competency development requirements which needs to be addressed.





# Our Product

01

Capturing and elucidating the Roles & Responsibilities

02

Identifying the Measurables for the Job- outcome metrics

03

Mapping the Competencies required to achieve the job outcomes

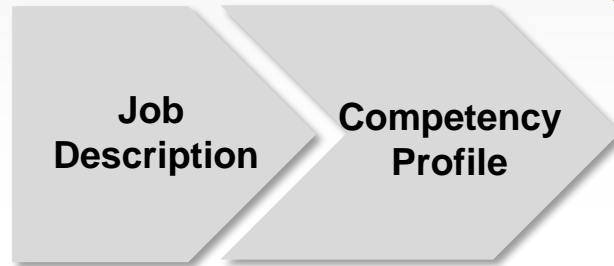
04

Identifying the level of requirement of competencies for achieving the KPIs

How is the outcome of my job measured?

What KSA\* do we require to perform the job?

At what levels are these competencies req?



## Job Design

Ensuring the **RIGHT FIRST STEPS** for the Competency Process are taken

5. Statistical quality data sharing

### Accountabilities

1. Provide analytical support to plant and R&D for routine as well as process
2. Timely and accurate analysis of RM, IP and FP for smooth functioning of
3. Monitoring of non moving
4. Developing new strategies
5. Responsible as Management
6. Monitoring of daily quality
7. Maintain and improve safe
8. Target zero accident/ no re
9. Implement cost effective a
10. Motivate subordinates / te

### Position Requirement

#### Education Background

Minimum Qualification

#### Experience:

15+ years of relevant e

#### Industry Specific Exp

Preferably in chemical,

#### Other Requirements

Technical Knowledge c

execution skills

### Competency Requirements

### Key Result Areas

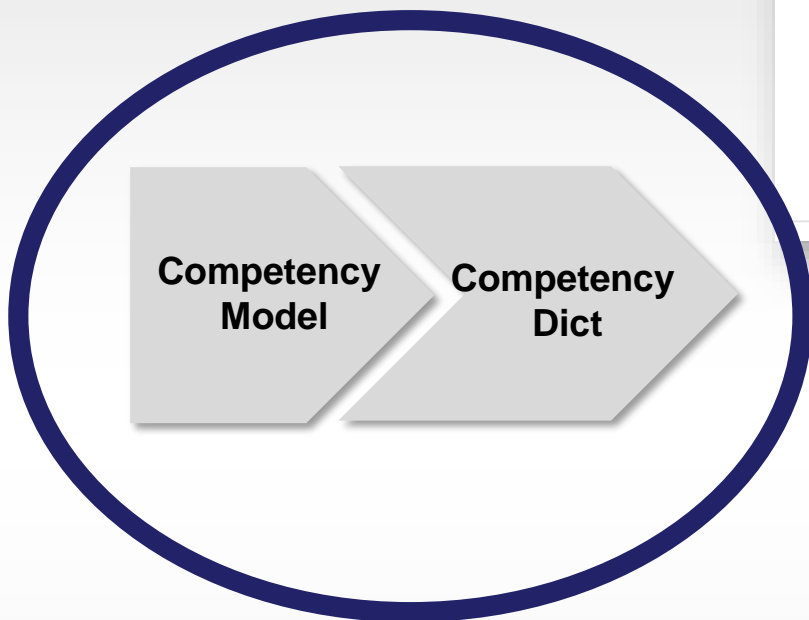
KRA	KRI
Employee Engagement	Motivate subordinates
IMS	Internal Audit
IMS	External Audit
Product Quality	Rejection
RM,IP & FP	Analysis
RM,IP & FP	Off Spec FG
Safety	Statutory Compliance
Safety	Near Miss Incident
Safety	Accident (Major/Minor)

### Competency Requirements

COMPETENCIES	REQUIRED LEVEL	CRITICALITY	QUESTION BANKS
Quality Assurance	Level 3-Developed	Critical (C)	1 (3) ⓘ 2 (9) ?
Quality Control	Level 3-Developed	Critical (C)	
Production Technology	Level 2-Practitioner	Important (I)	1 (2) ⓘ 3 (3) ⓘ 1 (1)
Process Engineering	Level 2-Practitioner	Important (I)	1 (2) ⓘ
Process Safety	Level 2-Practitioner	Important (I)	



# Our Product



**Creating the Competency Basis**  
*Ensuring the RIGHT FIRST STEPS for the Competency Process are taken*

01

Creating masters of all aspects of Competency Model

Competency Model
Competency Category
Level Master
Criticality Master
Indicators

02

Defining Categories for Modelling – Leadership, M&B, Support, Technical

CATEGORY	CATEGORY TYPE
Coromander Category	Primary Category
Core Functional	Category
Core Support	Category

03

Creating Proficiency levels depending on model & requirement

Level Scale	Level Name
SCALE NUMBER	LEVEL NAME
1	Level 1-Novice
2	Level 2-Practitioner
3	Level 3-Developed
4	Level 4-Organizational Steward

04

Capturing the Behavioral Indicators (in case of M&B) and elements (Support / Technical)

## Boiler O & M (Core Functional, M&B)

This competency may be defined as the combination of knowledge, skills and attitudes required for carrying out the operation and maintenance of boiler and other related products / key intermediaries

Key Indicators

Key Coverage Aspects

Level 1-Novice

Level 2-Practitioner

Level 3-Developed

Level 4-Organizational Steward

**General**

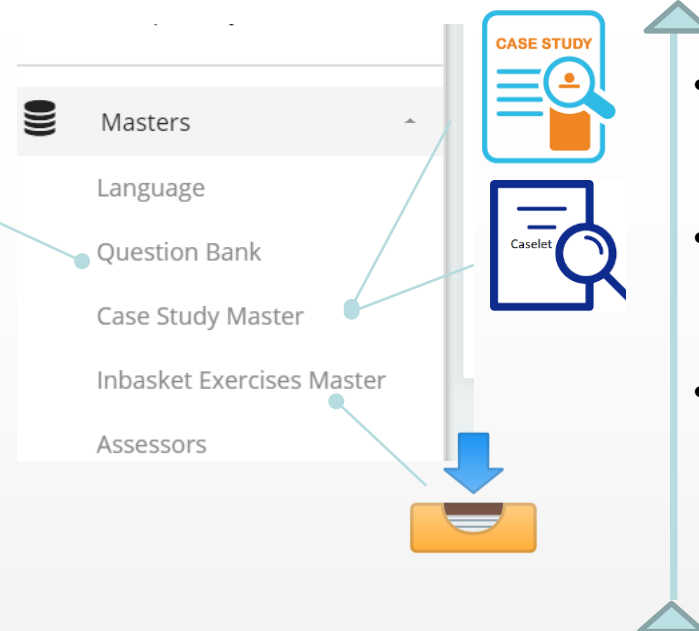
- Is familiar with the basic working principles of Operation, Pressure rating, Temperature, Capacity, Quality & Quantity
- Can identify critical components of Boiler and accessories, their operation, set points, scales, limits etc.
- Is familiar with different types of insulation and refractory materials
- Is aware of statutory requirements of Boiler operation under the Boiler act
- Is able to identify common spares and their requirements



# Our Product



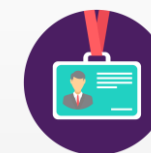
**Preparing & Rolling out Assessment**  
*Capture, update and ensure appropriate tools  
& methods for accurate assessment*



- Provision to create different kinds of assessment methods, which can be directly linked to the Competency Elements
- Also curated assessment banks which can be accessed and edited to meet specific requirements
- Also provision for



**On-line or Offline  
Assessment\***



**Subject Matter  
Expert**

## CREATE ON-LINE



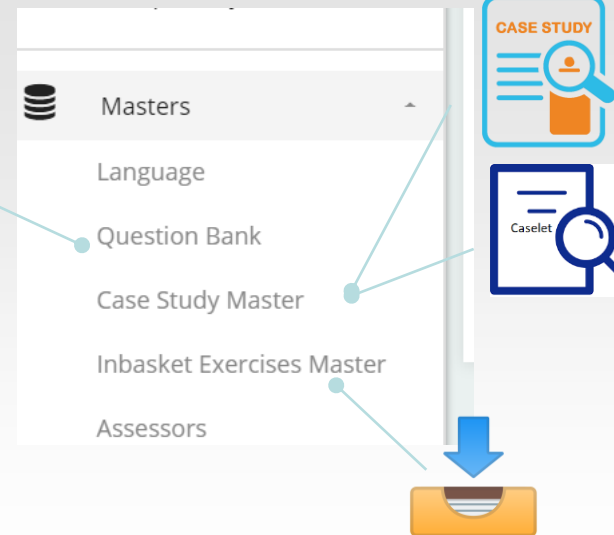
**Create Assessment Method & Identify Assessors  
based on Target group needs**

\* NOTE: We work with SMEs across sectors, and others to help create the required assessment content for clients,





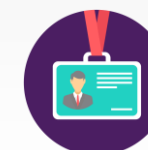
# Our Product



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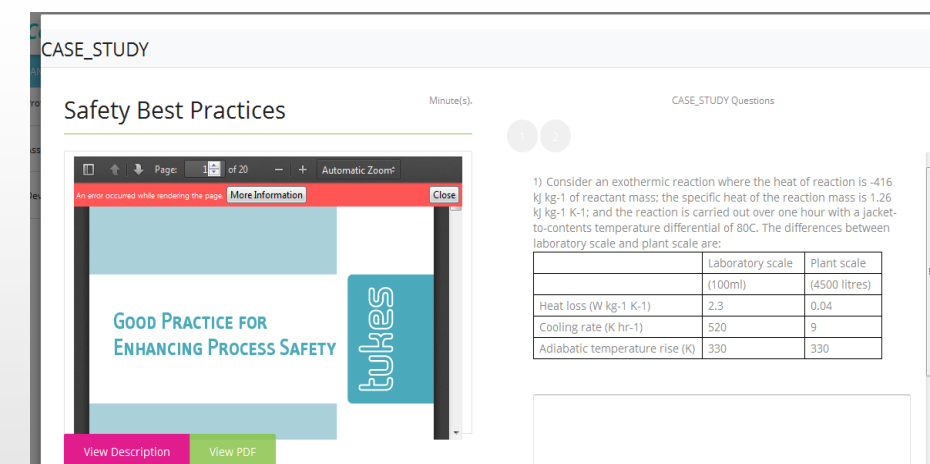
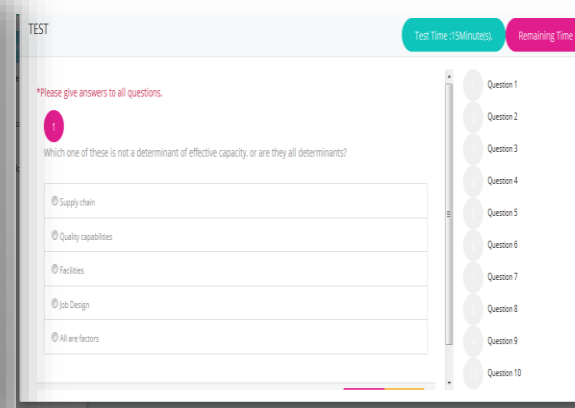
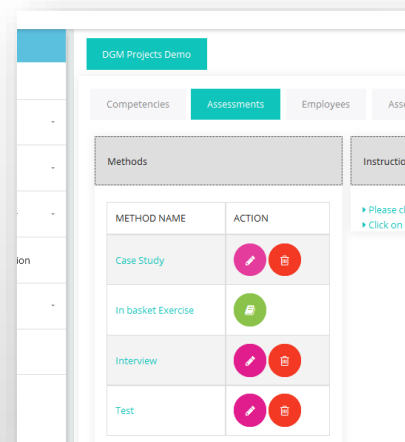


On-line or Offline  
Assessment\*



Subject Matter  
Expert

## CREATE ON-LINE



**Preparing & Rolling out Assessment**  
*Capture, update and ensure appropriate tools  
& methods for accurate assessment*

\* NOTE: We work with SMEs across sectors, and others to help create the required assessment content for clients,



# Our Product



Individual Assessor  
Report



Moderator  
Report



Final  
Report



Development  
Road Map



Preparing & Rolling out Assessment  
*Capture, update and ensure appropriate tools  
& methods for accurate assessment*

Final Summary Sheet Of Amol

COMPETENCY NAME	REQUIRED LEVEL	ASSESSED LEVEL	OVER ALL	DEVELOPMENT
		Chandra Moha		
Safety, Health & Environment	Level 2-Practitioner	Level 2-Practitioner	Select	
Production Technology	Level 2-Practitioner	Level 2-Practitioner	Select	
Formulations - Process & Technology	Level 2-Practitioner	Level 2-Practitioner	Select	
Process Control & Instrumentation Maintenance	Level 3-Developed	Level 3-Developed	Select	
Process Improvement	Level 3-Developed	Level 3-Developed	Select	

Identifying the Assessed Levels  
of Competencies



7. Development Area

**Safety, Health & Environment**

The assessed level of the Rajshekar in the area of SHE is below that, which his job requires. He would have to attend a Intermediate level course in the area of SHE, covering specially areas of Chemical Plant safety operations, HAZOP and Risk Mitigation.

As a part of the development road map, it is also suggested that he should work in a cross functional team which will help establish the SOP for the safe maintenance of Discharge Chimmney (150 ft).

**Production Technology**



# Our Product

Working with clients across sectors and also through our own research, we have over the period of time developed content – across the competency value chain, which will help reduce time of roll out **FOR YOU, by minimalistic customization**



Over **400+ Job**  
Descriptions across  
industries and functions



Competency  
Knowledge Base from  
**across 9 domains**



Over **100++ Competency**  
Definition documents (across  
sector, functions, M&B areas)



Over **8000+ knowledge**  
intensive tests in various  
operations and functional areas



**Dozens of case** studies for  
assessment across various  
areas



**Open Source behavioral**  
**instruments** for purpose of  
behavioral profiling in assessment



# How it helps

**N-Compas, enables Competency Based Management of all your HR Processes.**



**Job Design based on Competency Framework, competencies and establishing the basis of CBM**

**Case Study:** A leading FMCG industry wanted to initiate a Competency Based Management System and in that regard wanted to develop a competency model

How we helped

Udeveloped a complete Competency Framework, revisited the R&R and developed a unique method for carrying out a Competency Profiling of all the Managerial Positions in the Corporate and the Field. **The entire information was enabled on N-Compas to ensure validation and enable 'next steps' of CBM for the org.**







# How it helps



**Recruitment & Selection:** Competency based interviewing, using N-Compas will help in



Standardization



Consistency



Reduce Cycle  
Time

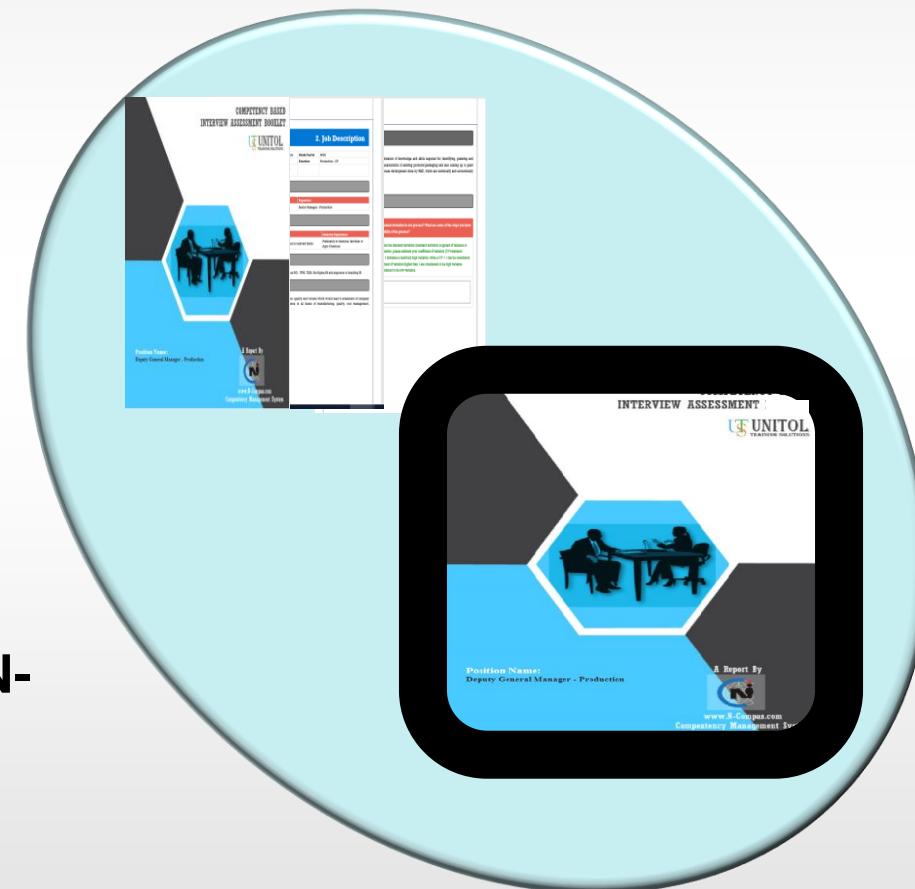


Improve Quality

**Case Study:** A leading company in the crop protection business wanted to stream line its recruitment process and move to a Competency Based Model

How we helped

Using Subject Matter Experts (SMEs) client specific content was developed **and N-Compas was configured** to ensure that the entire recruitment process was configured for pre-selection and selection process

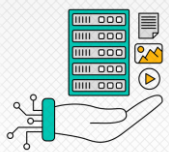




# How it helps



**Learning & Development:** Competency based systems can be used for the purpose of identifying in a structured way the Learning and Development requirements of the team(s). Most organizations headed the CBM way, start with Comp Based L&D.



Structured



Scientific



Review and Monitored



Dovetailed with  
HR processes

**Case Study:** One of India's largest NGO driving a health care initiative wanted its core project team to have a competency based L&D road map through the life cycle of the project\*

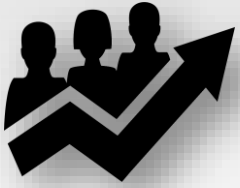
How we helped

Competency Profiling carried out based on Client requirement and Job profile, identified the required assessment methods and enabled **a structured evaluation using N-Compas**, so as to identify their development requirement with reference to the project goals

\*Project Under Progress



# How it helps



**Promotion Process** : Competency based promotion process, useful not only for the managerial cadre but also for the non-management cadre.



Configured for  
Skills



Required  
Analytics



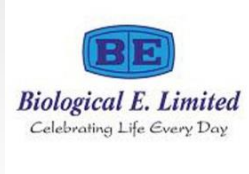
Decision  
Support

**Case Study:** One of India's largest Fertilizer manufacturing company wanted to have a structured process : skill based assessment process for deciding on the promotion of their Non-Management Staff (NMS) to Management Staff (MS).

How we helped

**N-Compas was configured for the skill profile** of the management cadre into which the staff was to be promoted. The platform was then used to assess NMS cadre from across dept to access their promotability (other information was juxtaposed)

# “ Our Privilege to be associated with



VST



Adama



\* Across services



..in their various L&D processes



# Clients Speak

*I am happy to share that this process won an award in the "POM" contest. Appreciate the good work done by you and your team.*

Executive Vice President HR  
Corormandel International Ltd



# Thank You....

For



**Requirement**

**Sales**

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