Badge on Skills (reward on gathering and maintaining skills)

HR on Roles focused on Core Competency

Phase 1 badging:

* There is no organizational standard
  + Groups within UHG create a list of
    - Agile Dev Team Member Core competencies
      * **Brian Agosto has already done** this
  + Team-level: Self-organizing to add skills
  + Org-level: Determining which badges
    - Any HR reward would require leadership connecting with HR
* Uses of badging:
  + Not a certification
    - A certification may include a badge
    - Not all badges include a certification
  + Validation of understanding and experience
    - Some badges might be at an advocate level
      * Just understanding
    - Some badges might be at an experience level
      * Show experience