

## The Problem

Agile implementations have flattened hierarchies, removed traditional roles and encouraged individuals to broaden their capabilities across several of the old functional boundaries. In many cases, organizations are “force fitting” the new Agile roles into the existing role-capability (grade-pay) matrix, thus presenting a number of problems for both employees and employers.

The Agile Competency Development (ACD) framework is designed to help ensure that employees are qualified for their roles and that they have the necessary tools and information available to them in order to progress. It also helps organizations better understand their gaps in capabilities in order to move forward.

## How it Works

The Agile Competency Development (ACD) framework is a role-capability matrix designed for Agile. It is based on broad Agile roles and SFIA-based level descriptions and is supported by online training programs. It allows organizations to develop role-specific competency assessments to:

- Ensure that people are ready for a new role.
- To establish grades and pay rates.

## Implementation

There are a number of ways to implement the ACD framework, allowing for customization to integrate with existing systems and software:

- Individual Self-Assessment
- Organizational Assessment
- Professional Development Planning
- Professional Development Delivery
- Job Description Creator

**ACD Role-Capability Matrix Example**

	Role	Product Management	Workflow Facilitation	Development	Design	Test	Development Support
SFIA Level							
7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						

  

7	Set Strategy, Inspire, Mobilize						
6	Initiate, Influence						
5	Ensure, Advise						
4	Enable						
3	Apply						
2	Assist						
1	Follow						