Career Development Program

Compentencies
Aptitude
Skill
Capability
Expertise

Notes
- Not eveybody wants to be a leader
- Competency related to jobs
- Incorporate **Talented**, **Skilled**, and **Less Skilled**
- How does this make an empact on my job?
- What actions can employees take?
- Needs to be engaging

Challenges
- Hirearchy (Levels vs Competencies vs Factors)
- Naming (Career Development Program/Levels)
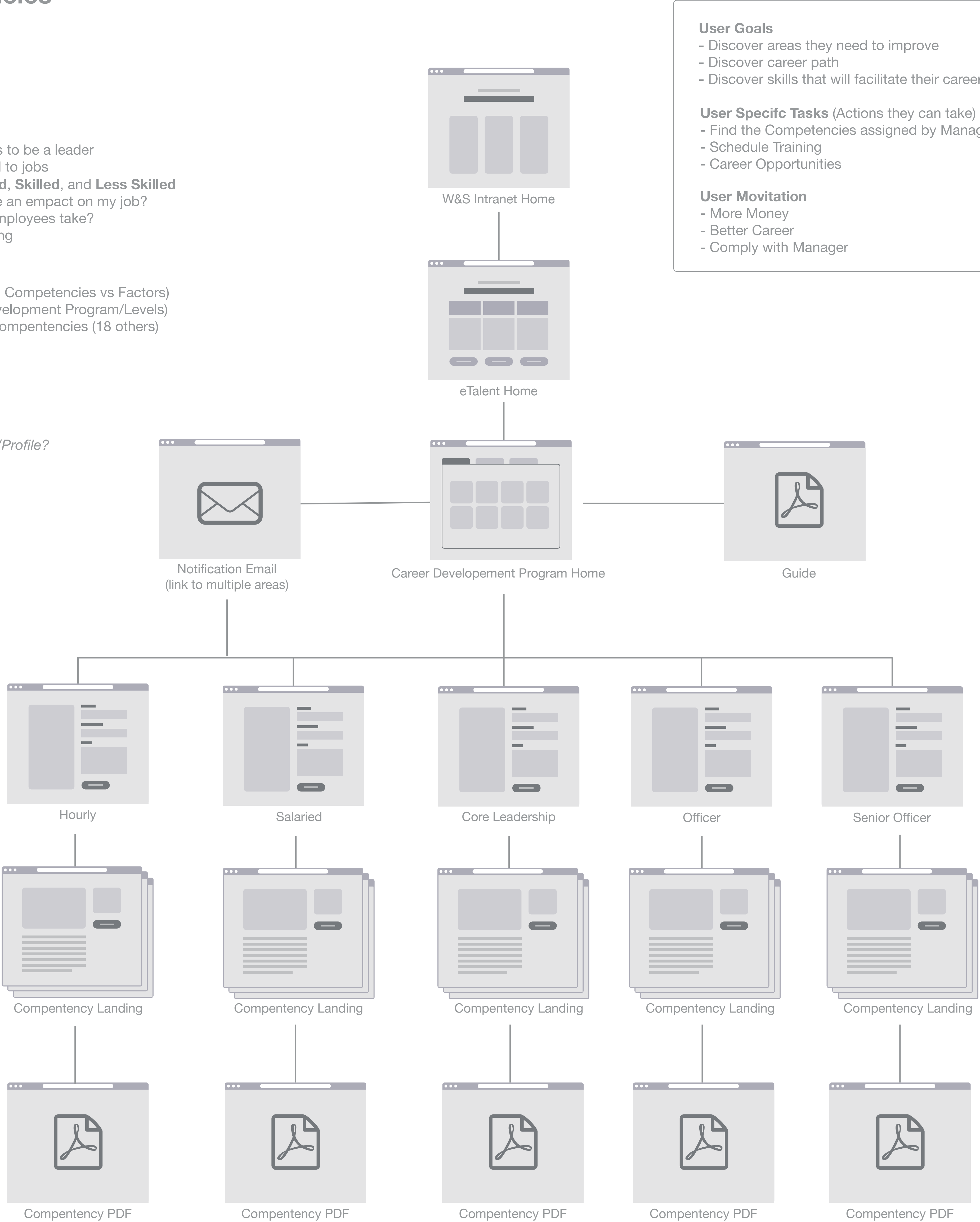- Highlighting all 20 compentencies (18 others)
- Clusters?

Integrations
- Training
- Job Opportunities
- Salary grade
- *Employee Highlight/Profile?*
- *Mentors?*

User Goals
- Discover areas they need to improve
- Discover career path
- Discover skills that will facilitate their career path

User Specifc Tasks (Actions they can take)
- Find the Competencies assigned by Manager
- Schedule Training
- Career Opportunities

User Movitation
- More Money
- Better Career
- Comply with Manager

W&S Intranet Home

eTalent Home

Notification Email
(link to multiple areas)

Career Developement Program Home

Guide

LEVELS
Roles

Hourly

Salaried

Core Leadership

Officer

Senior Officer

COMPENTENCIES
High-Level Content Only

Compentency Landing

Compentency Landing

Compentency Landing

Compentency Landing

Compentency Landing

Chapter PDFS
Detailed Information

Compentency PDF

Compentency PDF

Compentency PDF

Compentency PDF

Compentency PDF

🏠 Career Development

Career Development Program
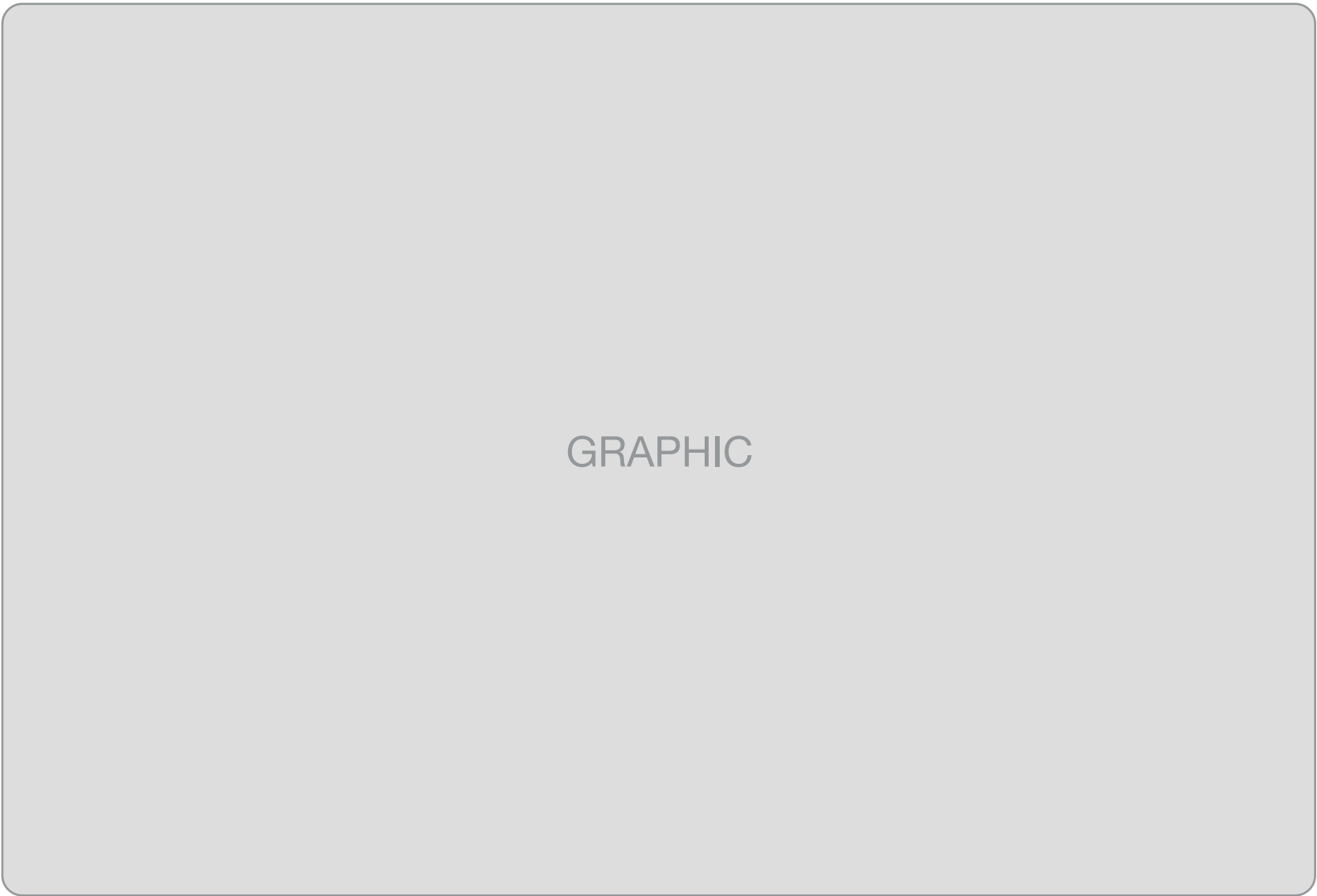
| **Getting Started** | **View By Role** | **View All** |

Getting Started Is Easy

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GRAPHIC

📄 **View Guide**

🏠 Career Development

Career Development Program

Getting Started	**View By Role**	View All

I want to discover more about the role of a….

Hourly Employee	Salaried Employee

Officer	Core Leadership	Senior Officer

🏠 Career Development

Career Development Program

Results ?

Action Oriented
Directs Work
Drives Results
Ensures Accountability

Optimizes Work Processes
Plans and Aligns
Resourcefulness

Self ?

Being Resilient
Courage
Demonstrates Self–Awareness
Instills Trust

Manages Ambiguity
Nimble Learning
Self–Development
Situational Adaptability

People ?

Attracts Top Talent
Builds Effective Teams
Builds Networks
Collaborates
Communicates Effectively
Develops Talent
Drives Engagement

Drives Vision and Purpose
Interpersonal Savvy
Manages Conflict
Organizational Savvy
Persuades
Values Differences

Thought ?

Balances Stakeholders
Business Insight
Cultivates Innovation
Customer Focus
Decision Quality

Financial Acumen
Global Perspective
Manages Complexity
Strategic Mindset
Tech Savvy

🏠 **Career Development** › Core Leadership

[Role Icon] Core Leadership

The ability to create a vision and enlist others in a shared vision is the third core trait of leadership. Creating a shared vision that is forward looking which inspires others to act with courage and purpose is vital to moving an organization towards the future through whatever changes lie ahead.

What Core Compentencies Do You Need?

[Drives Engagement](#)
[Courage](#)
[Drives Results](#)
[Ensures Accountability](#)
[Live in the Culture](#)

👤 Position Highlight

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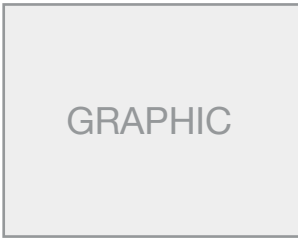
Manager Web Development

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What is the a **Core Leadership** Role's Salary Range?

$50,000 $75,000 $100,000 $125,000 $150,000

💼 View Current Job Opportunities

[Director Construction Mgmt](#)
[Domain Mgr-Advisor Experience](#)
[Manager Web Development](#)
[Event Marketing Specialist](#)

Review All Available Opportunities ▶

🎓 Enroll In Training

Communicating for Leadership Success

‹ [GRAPHIC] Communicating for Leadership Success is an online course for frontline leaders who can do more and be more in order to succeed in demanding, complex work environments. ›

Browse All Training ▶   ● ○ ○

🏠 **Career Development** › **View All Compentencies** › Drives Engagement

Comp Icon

Drives Engagement

Creating a climate where people are motivated to do their best to help the organization acheive it's objectives.

📄 Read Chapter   📄 **Need Help Understanding?**

Skilled

- Structures the work so it aligns with people's goals and motivators.
- Empower others.
- Makes each person feel his/her contributions are important.
- Invites input and share ownership and visibility.
- Shows a clear connection between people's motivators and the organizational goals.

Talented

- Creates Positive and motivating working environment.
- Knows what motivates different people and aligns work accordingly.
- Gives others appropriate latitude to get work done.

Less Skilled

- Has little insight into what motivates others
- Doesn't give people enough flexibility and autonomy to do their work.

☆ Does it best

When it comes to engagement, William Rogers, CEO of British Commercial radio operator UKRD Group knows to get it right. Rogers knows all 283 employees by name and makes a point of taking a personal interest in them. He has created an environment in which people are never bored, they love their jobs, and feel proud to work for UKRD.

🏃 Take The Next Steps

Manage your development plan by taking these steps:

1. [To Be Determined]
2. [To Be Determined]
3. [To Be Determined]
4. [To Be Determined]