



Leadership Competencies Accelerator Package

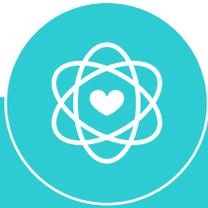
Give your leaders a roadmap to success with competency-based leadership profiles that define what effective leadership looks in your organization.

The Leadership Competencies Accelerator Package combines world-leading competency content with a proven, accelerated process and the expertise of HRSG's industrial organizational (I-O) psychologists.

At the end of this proven, streamlined process, your organization will have a leadership profile that is validated by your stakeholders and aligned with your organization's unique culture, values, and priorities.

Unlock leadership potential

Strong, focused leadership has a profound impact on the employee experience and organizational outcomes. Leadership competencies give your leaders a compass for navigating challenges and finding the right way forward.



Strengthen values

Clarify the values and priorities that support the organizational mission, vision, and values.



Strengthen culture

Model leadership behaviors that boost employee performance, engagement, trust, and satisfaction.



Grow sustainably

Document successful leadership styles in a repeatable format to ensure leadership quality at scale.



Gain agility

Give leaders a blueprint for managing change and setting priorities in a fast-moving market.

The competency connection

Defining what good leadership looks like for your organization and translating that model into tangible, observable leadership requirements is a challenge for talent managers, but competencies can help. Competencies describe successful leadership performance in terms of observable behaviors that can be used to identify and develop leadership potential and evaluate the positive impact of people in leadership roles.

Accelerate the process

Drawing on more than 30 years of experience in developing and applying competencies to the talent lifecycle, HRSG has developed a streamlined, four-phase process for developing competency-based leadership frameworks. Starting with pre-built, world-leading, multi-level competency content, our I-O psychologists lead you and your team through the process of clarifying your organizational goals and selecting the leadership competencies that will help you achieve them.

1. Define the context

We research your organization's main leadership drivers, including the market challenges and organizational mission, vision, and culture.

2. Create the shortlist

We select a shortlist of leadership competencies that reflect your unique organizational context and objectives.

3. Select the competencies

We distribute a survey to collect input from your executive team and subject-matter experts. This input is used to select the competencies that define successful leadership in your organization.

4. Apply the framework

We provide guidance and tools to help you apply the leadership competency framework to your HR activities, including gap analysis, interviewing and selection, and development.

What's included

The Leadership Competencies Accelerator Package gives you everything you need to select and apply a competency-based leadership framework.

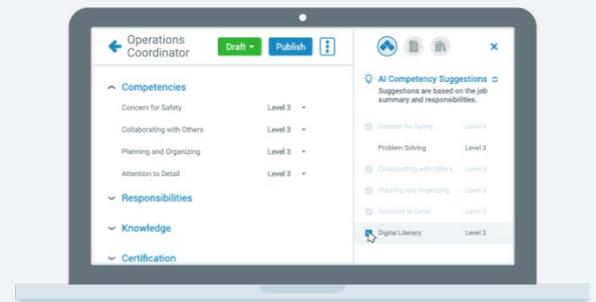
- **Expert advisory** support from industrial organizational (I-O) psychologists
- **Research** to identify your leadership drivers, including mission, vision, and challenges
- A **proven process** for selecting leadership competencies that align with organizational goals
- A **survey and consultation** to collect and integrate internal stakeholder input
- A **toolkit** of competency-based strategies, techniques, and interview questions
- A **perpetual license** for four multi-level leadership competencies

The competency experts

HRSG offers a three-decade track record in delivering competency-based management for companies ranging from startups to global multinationals including Intel and Adobe. We help your organization build a competency-based leadership framework faster and see ROI sooner using in-house competencies and competency-based software.

Competency software

HRSG accelerates the process of collecting and processing stakeholder feedback using CompetencyCore, a proprietary competency-management platform that streamlines the selection and validation of competencies.



Advanced expertise

Every engagement is led by a senior talent-management professional with 10-20 years of experience. The competency shortlisting and selection process is guided by input from a qualified I-O psychologist.

World-leading competencies

HRSG's library of 350+ competencies are recognized and used by organizations around the world. Our technical, universal, and leadership competencies are uniquely constructed for accuracy, utility, and inclusion.

Level 1	Level 2	Level 3	Level 4	Level 5
=====	=====	Looks for ways to add value beyond clients' immediate requests.	=====	=====
=====	=====	Addresses the unidentified, underlying and long-term client needs.	=====	=====
=====	=====	Enhances client service delivery systems and processes.	=====	=====

Unlock leadership potential

Your leaders exert a powerful influence over your organization. When their behaviors align with its objectives, priorities, and culture, it has a measurable—and transformative—effect. HRSG's Leadership Competencies Accelerator Package helps you use the power of competencies to ensure that your leaders and those who develop, evaluate, and support them have a clear and actionable blueprint for achieving the organization's leadership goals.

Let's chat

To learn more about this package or to book your initiative, book a chat with a solutions consultant.

[Book a Chat](#)

Our clients

 Clear Channel Outdoor

 **FIRST
COMMERCE**
CREDIT UNION

 **Adaptavist**

 **Prove**

 **UNIFY**
FINANCIAL CREDIT UNION

 **CopperPoint**
Insurance Companies

About HRSG

HRSG is a globally recognized leader with more than three decades of expertise in competency content development, competency technology, and competency-based consulting, training, and management. Learn more at hrsg.ca.

 **HRSG**