



Ensure long-term success for your competency initiative with coaching from world-leading competency experts.

Quickstart your competency initiative

HRSG's competency coaching package is adapted to your specific needs and project goals. By providing ongoing support, we help you see greater value from your investment in competencies.

Depending on your requirements, your dedicated competency coach will:

- Provide you with a solid **foundation in competency-based management**.
- Guide you in **planning your competency initiative**.
- Support you in **evaluating the effectiveness** of your initiative, address issues, and identify improvements.

Delivered in **two one-hour coaching sessions**, this program provides you with a structured approach to kicking off your competency initiative.

As a world leader in competency-based management, HRSG has helped hundreds of companies define their talent needs, address skill deficiencies and align individual and organizational performance.

With HRSG's flexible coaching packages, you receive:

- Individualized and targeted, one-on-one sessions to support your success.
- Checklists of key questions and steps.



What to expect

Session 1

Understanding your goals and building a competency architecture.

We will begin the session by learning more about your business, understanding your objectives, and determining the best way forward. Your coach will then provide you with an overview of what competencies are and guide you through the main decision points involved in defining the common set of rules that guide competency profile development.

Session 2

Defining the methodology for competency profile development and validation.

This session guides you through the key steps needed to develop and validate competency profiles. Your coach will walk you through the critical decision points for making your project successful, such as types of competencies, stakeholder involvement, methods for creating and validating profiles, communication, obtaining approval.

The results

1. Understand the next steps for how to use and customize the competencies and profiles.
2. Know how to communicate the initiative and get stakeholder involvement.
3. Develop a method for building competency profiles.
4. Gain best practice recommendations tailored to our needs.
5. Have a practical plan for moving forward.



Learn how the DXL Group has leveraged HRSG's coaching packages to accelerate their own competency initiative.

"It was a great learning experience for us," says Tracy Piper, DXL's Director of Human Resources – Talent Management. "Our team walked away with the ability to continue the initiative on our own."

>> Read the case study.

ABOUT HRSG

Since 1989, HRSG has worked with a range of industries to define talent needs, address skill deficiencies, and improve individual and organizational performance. Clients include global corporations and small or mid-sized organizations operating in sectors such as logistics, finance, accounting, technology, HSE, HR, manufacturing, sales and marketing, and many more. For more information, please visit www.hrsg.ca.

