Integration of Competencies in the HR System

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Session Objectives

Focus
Pursue the trek of the changing strategic HR landscape toward integration of Competency-Based HR System (CBHRS)

Define
Describe the key initiatives and variables of the CBHRS Integration Model
Why integrate competencies in HR Management and Development?
A. The Changing Landscape
Changing Landscape

HR Management & Development
From Competence-Based

Ability = Knowledge + Skill

Behavior = Ability + Attitudes + other Attributes

To Competency-Based
From Competence-Based

What our workforce can do

How our competitive workforce does it

To Competency-Based
From Competence-Based

Ability = Knowledge + Skill
What is measured

Behavior = Knowledge + Skill + Attitudes + Other Attributes
How KPI is achieved

What our workforce can do

How our competitive workforce does it

To Competency-Based
The Interface
Present: What do we do need to do?
Future: Where do we want to be?

How are we going to get there?
What do we do need to do?  
1. Model Competency Blueprint  
2. Derive Competencies from Organizational Anchors and Job Analysis  
3. Map Competencies and Profile Position/Person  
4. Determine Competency Assessment Methods and Tools

How are we going to get there?  
1. Learning & Development Interventions  
2. Mindset - Passion & Commitment  
3. Integrate in RSP, L&D, PM and R&R, Career & Succession Planning

Where do we want to be?  
1. CBHRS - Agency  
2. CBHRS - Job Family
II. DEFINE
Integration Formula
Strategic Competency-Based HR System

Focus + Define = Adaptability + Buy-in + Commitment
“More than being COMPETENT, FOCUS on what will make your organization a Center of Excellence. And DEFINE … as an accountable, stakeholder-focused and competent person in the public or private sector – WHAT DEFINES YOU.”

Jocelyn C. Linsao-Ng, MAHRVD
MISSION:
IMPOSSIBLE
POSSIBLE