



A competency is a behavior or a combination of behaviors that helps achieving a particular skill or competence. A competency dictionary comprises of key competencies, competency definitions, competency types, competency levels and appropriate supporting behavioral indicators. This helps in identifying success criteria, building leadership capacity and increasing the focus, agility and proficiency of the individual.

SI IPL provides the external unbiased perspective using a combination of methods and tools to map an organization’s competencies and also applies benchmark industry data as applicable

Customer need	Creating an organization’s competency dictionary involves extensive multi dimensional inputs such as evaluation of roles, inputs from managers, employee expectations and industry inputs. A competency dictionary helps improve the overall performance of the organization by capturing innovation, improved customer service, improved efficiency, decrease in time to market and better decisions. It also ensures improved recruitment and selection process and the timely development of people to meet needs.
How SI IPL can help	SI IPL has ready to use diagnostic questionnaires to speed up data gathering as well as workout templates to reduce the time to create a competency dictionary. Key organizational stakeholder groups are involved in the process to ensure complete capture of required information.
Scope and Deliverables	<ul style="list-style-type: none"> <li>- Competency Modeling</li> <li>- Competency Dictionary</li> <li>- Alignment Guide</li> </ul>
Customer responsibility	<ul style="list-style-type: none"> <li>- Roles &amp; role sizing (financial &amp; non-financial)</li> <li>- Role Descriptions</li> <li>- Requisite Skills</li> <li>- filling up pre-qualification questionnaire</li> <li>- Access to decision makers for clarifications</li> </ul>
Engagement approach	SI IPL uses a combination of ½ day workshops followed by workouts to expedite the process. SI IPL does the basic draft documentation which acts as a working template and reviews the final document prepared by the client. The model provides for 2 iterative reviews to close out the effort.
Special Services (Optional)	<ul style="list-style-type: none"> <li>- Assessment centre design</li> <li>- Assessment centre execution</li> </ul>
Service Reference	SI IPL- HR-CM/2009-2
Pricing	On request
Additional information	For a complete range of SI IPL Services, please visit <a href="http://www.siiplconsulting.com">www.siiplconsulting.com</a> or email us

**strategicinterventions India Private Limited**  
**Your Creative Business Catalyst**

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**About Strategic Interventions India Private Limited**

Strategic Interventions India Private Limited (SI IPL) is a business and operations advisory firm that is positioned as an organizational catalyst. Incorporated in 2003, it has worked with more than 50 customers from India, US and Singapore on various business, functional and domain aspects in select industry verticals such as manufacturing, healthcare, financial services, ICT & Education, Infrastructure and Retail.

SI IPL specializes in offering growth and change management consulting through its business life cycle services, functional problem solving through functional life cycle services, business transformation and outsourcing through its business transformation services and offers Executive coaching services through its Executive focus services as well. SI IPL projects typically span 6-36 months with clearly laid out milestones and deliverables. All SI IPL engagements involve ongoing knowledge transfer and training to maximize benefit to customers.

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