

COMPETENCY FRAMEWORK

Blueprint for Organisation Behaviour

HR Anexi works with organisations to create competency frameworks that effectively defines role responsibilities and organisational behaviour.



POWERING ORGANISATIONS. EMPOWERING PEOPLE.

It is common knowledge that Competency Frameworks lie at the heart of how organisations help employees develop and fulfil their potential. We work with organisations to ensure that the competency model is more than a list of expected skills and behaviours. It plays an integral role and provides focus and guidelines for different initiatives in the talent management process. We build competency frameworks that help organisations:

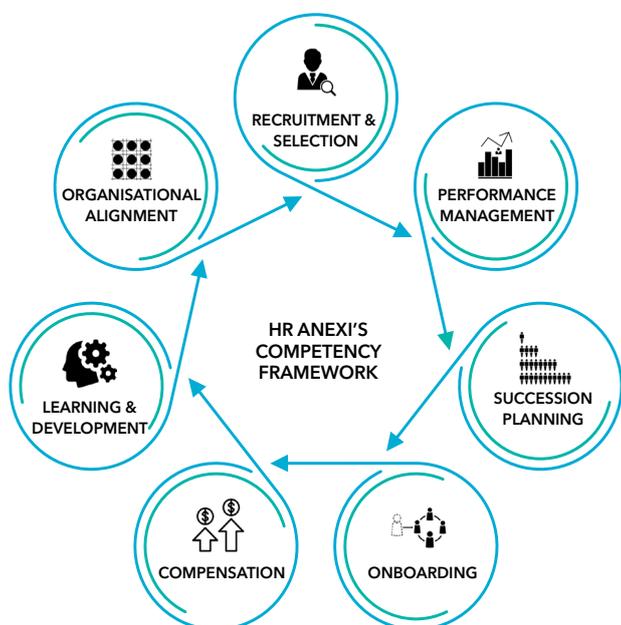
Provide a "road map" for the range of behaviors that produce excellent performance consistently

Enable companies "raise the bar" of performance expectations

Support teams and individuals align their behavior with key organisational strategies

Facilitate understanding for each employee expected performance standards

Use in multiple application from recruitment to separation



1. RECRUITMENT AND SELECTION	Integrates the various cycles of recruitment and selection process, thus eliminating bias
2. PERFORMANCE MANAGEMENT	Looks at an employee's performance, so one can gain an understanding of where an employee stands currently and what additional behaviors need development
3. SUCCESSION PLANNING	Identify the critical positions and develop action plans based on competencies for individuals to assume those positions
4. ONBOARDING	Target competency based orientation programs for new employees
5. COMPENSATION	Reward employees based on the skills, knowledge, and experience they apply in the workplace rather than their job title or position
6. LEARNING AND DEVELOPMENT	Provide clarity on what is needed in the current role, and guidance on future roles
7. ORGANISATIONAL ALIGNMENT	Link business strategy to a set of critical competencies that becomes a blueprint for all organisational practices

HR Anexi's focus is always on developing a competency framework with the organisation-specific data and information throughout the design and implementation stages.

The outcome is a robust, customised competency framework that reflects the unique culture of the organisation.

HR Anexi's consultants customize a range of initiatives and actions to drive an organisation's performance and growth.

*We have tested and proven methodologies and expertise to help family-run businesses build organization alignment, develop capabilities, improve performance and productivity, strengthen culture and leadership. Sustained business success comes with the application of the **HR ANEXI'S WHEEL OF TRANSFORMATION**.*

It is a holistic model that combines an understanding of business, management and family dynamics.

