

Fields of application for the use of competence management along the employee journey

- Competence-orientated identification of talents
- Utilization of competence profiles
- Targeted approach to the falents sought

- Identification and promotion of high potentials
- Transparency about career opportunities
- Support with career planning
- Exchange of experience & collaboration based on employees' competences

- Competence-based performance assessment
- Setting focussed development goals
- ensuring employability
- Transparency of skills gaps across the organization
- Utilization of all competencies across departmental boundaries

Recruit

Onboard

Engage

Develop

Progress

Exit













- Deploying talent in the right place
- Reduction of recruitment time & personnel costs
- Creation of customized induction plans

- Identification of development needs
- Up-skilling & re-training of the right employees
- Targeted intervention of skills gaps
- Providing targeted training
- Enabling mentoring by competence bearers

- Identification of potential successors
- Creation of development plans for successors
- Documentation of the competences and knowledge of departing employees