Five driving forces behind competency-based development

There are many reasons why competencies have become so popular. We’ve identified five driving forces that support the interest in using competencies for talent development:

▸ Competencies allow HR to be more strategic about matching individuals and jobs

▸ HR can use competencies to link core organizational capabilities to individual employee skills

▸ As the requirements for success change, HR is in a better position to clearly communicate expectations

▸ Competencies support an integrated talent management system

▸ Developmental feedback on competencies using 360° multi-rater tools is becoming increasingly popular

Leadership Architect® Sort Cards

▸ Leadership Architect® Sort Card Deck is made up of single cards devoted to each of 67 Leadership Architect® Competencies, 19 Career Stallers and Stoppers, and 7 Global Focus Areas.

▸ Leadership Architect® Sort Cards Quick Reference Guide is a user-friendly, easy-to-follow reference guide that outlines the most common card sorts, how to use tally sheets, and effective ways to formulate group card sort results.

▸ A Leadership Architect® Sort Card intellectual property license lets organizations embed competency language into existing systems and leverage familiar technology to streamline new program initiatives.

Want to develop talent at all levels of your organization?
Leadership Architect® Factor/Cluster Sort Card Deck comprises the 26 Clusters and 8 research-based Factors in the Leadership Architect® Suite.

Leadership Architect® Factor/Cluster Sort Cards Quick Reference Guide is an easy-to-follow reference guide that outlines the most common Factor/Cluster card sorts.

A Leadership Architect® Factor and Cluster intellectual property license helps organizations gain early buy-in for new programs.

FYI For Your Improvement™

FYI For Your Improvement™ 5th Edition is an easy-to-use development tool that features a chapter of actionable tips for each of 67 Leadership Architect® Competencies, 19 Career Stallers and Stoppers and 7 Global Focus Areas.

FYI Plans Online let users generate a personalized development plan.

An FYI For Your Improvement™ intellectual property license lets organizations embed competency language into existing systems.

Related competency-based tools in the Leadership Architect® Suite

Leadership Architect® Research and Interpretation Guides (called “placemats”) feature double-sided illustrations that depict supporting research for the Leadership Architect® Suite.

A Leadership Architect® Aspects intellectual property license lets organizations embed illustrative behavior descriptors and tuning statements into existing systems.

Leadership Architect® 2009 Global Norms Reports incorporate norms data and analysis on the Competency level, Cluster level, and Career Stallers and Stoppers level.

Career Architect® Development Planner was created for deeper and more expert development initiatives.

The Leadership Architect® Advanced User’s Guide was designed for use with the Career Architect® Development Planner.

NEW Leadership Architect® Technical Manual was designed as a technical reference to help deepen understanding of the research background behind tools in the Leadership Architect® Suite.

Leadership Architect® Translator Software provides real-time translation of a variety of tools in the Leadership Architect® Suite into the Leadership Architect® Competencies.

Voices® is a Web-enabled 360º feedback system that provides access to the Leadership Architect® Library.

*Please note that some of the tools in the Leadership Architect® Suite require certification to purchase.

Become certified

Because we believe in best practice applications, some tools require certification to purchase. Certification ensures a research foundation, applied practice and knowledge transfer so you may effectively implement best practices in your organization.

Leadership Architect® 101: Understanding Competencies Workshop establishes a common “competency” language helpful in identifying critical skills needed for individual and organizational success.

For information about certification, visit our website at www.lominger.com, contact events at 952-345-3624, or e-mail us at ltc-events@kornferry.com.

For more information about any of the products in the Leadership Architect® Suite, visit our website at http://store.lominger.com, contact Customer Service toll free at 1-877-345-3610 (US & Canada), 1-952-345-3610 (International), or e-mail us at customerservice@kornferry.com.