

Competency Model by H&H

Working life today is characterised by rapid changes. Digitalisation, new employee behaviours and new organisational structures require new competence. Competency Model by H&H describes the behavioural competences that create the best conditions for success.

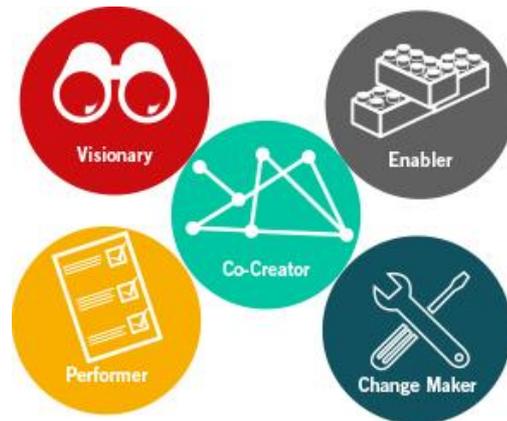
The job market is changing. New generations with different expectations towards employers and work create new employee behaviours. Hierarchies and silos are being dismantled and responsibility and authority are being decentralised. New roles are being created and old ones are disappearing. This obviously has consequences when it comes to which competences are necessary to succeed.

” Visionary, Change Maker, Co-Creator, Performer, Enabler.

Hammer & Hanborg have developed a unique competence model based on best practice from our many years of experience of recruiting to all types of organisation. On top of that we have included elements from CEB's many years of research into evaluation tools and behavioural competences. The model is based on five different competences; Change Maker, Visionary, Co-Creator, Performer and Enabler. This describes behaviours that give a good chance of succeeding in today's fast changing work environment.

Evaluate potential

Competency Model by H&H evaluates a person's potential to succeed in a given role. It is not personality but rather behaviour that is evaluated.



Competency Model by H&H.

All people have a mix of the different behavioural competences and it is the mix that is required for the role in question, the organisation, and a number of other factors that we map out in our initial needs analysis.

Get started

Do a team analysis to map out the strengths of the group and identify areas that could be improved.

Contact: Karin Netzell | 08-459 15 93
karin.netzell@hammerhanborg.com



Competences necessary for success

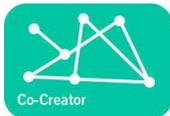
Visionary

Long-term goals and established plans have long been givens in most organisations. Today when the conditions are changing continuously, the goals also need to be changed. Employees with the ability to see beyond the immediate goals and focus on the wider vision become an important asset.



Change Maker

The work environment can seem muddled and confused compared to years gone by. Change is not about just moving from A to B but it continues constantly. People who get energy from change therefore become a major asset. Both their ability to work well when the situation is unclear and their ability to downplay the negatives of change for their colleagues are valuable.



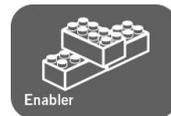
Co-Creator

The ability to co-operate effectively is becoming ever more important as the world shrinks. The development of technology connect people and enables new forms of cross-border co-operation. To be successful requires an understanding of the perspective of others, integrity and a non-hierarchical approach to other people.



Performer

To take responsibility yourself for how one can best contribute to the organisation's goals, be able to prioritise the use of resources and get things done are qualities required in many roles today. Employees who display self-leadership are an asset when the way of working is changing and we see less micro management and less control being exercised in a high tempo environment.



Enabler

Leaders with the ability to create a stable and welcoming culture where successful teams can grow have great potential to succeed. Control and the detailed direction of work belong to the past. Instead we reach success by being able to understand what inspires and motivates each individual.

