

Do you really know what you expect from your people? Have they the skills to deliver?

If yes to both then, do they know?

Are you selecting people into your business with the right skills who also are the correct personal fit?

Have you the tools to set clear goals?

Are you developing capability in your people that is delivering your strategic goals?

If you can say 'yes' to all the above, then you probably have and are using a strong, well defined competency framework. If you are saying 'not sure', you might well need one.

### So what is a competency framework?

It is a clear document which sets out in detailed terms:

- The activities which people need to do to drive your strategy and business
- The skills, qualities and capabilities they need to deliver these activities well

A competency framework can cover one single role, or all roles in a global business. Whatever the size, it will ensure that you:

- Select people with the right experience and skills for your business
- Transition people into your business with clear expectations
- Set development requirements to deliver the capability you need
- Give a clear guide for goal-setting and review
- Ensure focused talent management
- Give a clear career pathway to your people
- Avoid the push back of 'I didn't know'

deWinton-Williams Consultants have over 20 years' experience of developing competency frameworks for clients. We will never repeat a generic framework and tell you it will do. We work with you to define exactly what you need from the framework and then build one to fit your unique business requirements. In creating a competency framework we include your people in each step of the way so that the finished product is theirs, in their words, not ours. At all stages we use the technical skills of a team of business psychologists to ensure your framework not only meets best practice, but meets your specific business needs.

If you would like additional reading setting out the principles of building a competency framework, get in touch through our contact page.

Contact us through the [contact page](#) on our website or call us on +44 (0) 207 372 4997