

Checklist for Communicating New Competency Model

What it does:

The Checklist for Communicating a New Competency Model helps identify and prioritize those activities that aid in launching a new competency model to the wider workforce.

How to Use it:

Ensure that key activities for a successful launch are considered and assigned to project team members.

Instructions:

- Review your planned communication activities and deliverables against the checklist below to identify anything you might have overlooked

Checklist of Key Communication Activities

- Have we created and announced a timeline for rolling out the new competency model to the organization?
- Have we found opportunities to repeat the key message numerous times coming from different stakeholders?
- Have we developed a communication strategy that provides a compelling business case for the model's adoption across the organization?
- Have we provided background on the creation process and the business input into the new competency model?
- Have we refined our communication materials with the line and employees to consistently reflect the language of the competency model?
- Have we highlighted the how the competency model builds on former competencies or values? Have we focused on similarities and core changes?
- Have we devised a plan for demonstrating the impact of the competency model on employee performance and business results?
- Have we instituted guidelines for auditing and redesigning components of the competency model to ensure that it continues to map to our evolving business strategy?

Sample Product Deliverables

- Communication strategy that includes internal marketing materials providing the business case for the model's use
- Metrics that will be used to assess the model's impact on employee and organizational performance
- Instructional materials for line managers using the model to assess the performance of direct reports
- Timeline for integrating the model into key HR processes
- Guidelines for auditing and redesigning components of the competency model

Communicating With Competency

Christian M. Stracke



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Communicating with Competency Lawrence B. Rosenfeld, Roy M. Berko, 1990 *Communicating with Competency Plus Time Package* Lawrence B. Rosenfeld, Roy M. Berko, 1990-01-01 *Communication Competence* Annegret F. Hannawa, Brian H. Spitzberg, 2015-10-16

Almost everything that matters to humans is derived from and through communication. Just because people communicate every day however does not mean that they are communicating competently. In fact, evidence indicates that there is a substantial need for better interpersonal skills among a significant proportion of the populace. Furthermore, dark side experiences in everyday life abound and features of modern society pose new challenges that make the concept of communication competence increasingly complex. The Handbook of Communication Competence brings together scholars from across the globe to examine these various facets of communication competence, including its history, its essential components, and its applications in interpersonal, group, institutional, and societal contexts. The book provides a state-of-the-art review for scholars and graduate students, as well as practitioners in counseling, developmental health care, educational, intercultural, and human resource management contexts, illustrating that communication competence is vital to health relationships and all collective human endeavors.

Key Competencies for Improving Local Governance: Concepts and Strategies, 2005 *Communicating in Global Business Negotiations* Jill E. Rudd, Diana R. Lawson, 2007-03-21

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Competence Modelling for Human Resources Development and European Policies Christian M. Stracke,2011

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