

Define Competencies that Drive Business Strategy

Set a strong foundation for an integrated talent system that's aligned with your business strategy.



SOLUTION:
DDI's Competency Library

YOUR VALUE:
Get a comprehensive set of competencies that aligns to your business challenges and easily integrates talent systems—without starting from scratch.

VALUE TO EMPLOYEES:
Everyone knows exactly what's expected to be successful in their current job and how to prepare for their next career move. Plus, leaders can make competency-based decisions to hire, promote, and develop talent.

"When competencies are the foundation of their HR processes, 91% of organizations report their selection and promotion systems are more fair and their training and development is more effective."

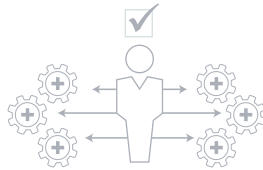
DDI Job/Role Competency Practices Survey Report

WITH DDI'S COMPETENCY LIBRARY LICENSE YOU CAN:



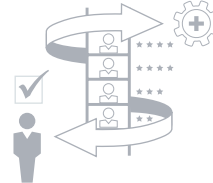
Align to Business Strategy

Identify your business drivers first—the most critical leadership challenges for the future success of the organization—then discover the supporting competencies by level.



Clearly Define Success

Using straightforward and familiar language, DDI competencies are easy to understand and apply. With well-defined, observable, and measurable key actions, there's no more guesswork!



Easily Integrate Talent Systems

Companies with integrated systems have 40% lower turnover and 156% greater ability to develop great leaders.



Save Time and Resources

Why build your own library and start from scratch? Start with ours anchored on 50+ years of research and experience.



SOLUTION AT A GLANCE

59 Business Drivers for Executives and Leaders

Each business driver is linked to competencies most important to help you Shape the Future, Execute, Elevate Performance, and Grow the Business.

114 Competencies Across 4 Domains

Interpersonal Effectiveness, Personal Effectiveness, Leadership Impact, and Business/Management Skills.

Competencies Across 10 Job Families

Executive, Healthcare Executive, Sales Executive, Manager, Supervisor/First Level Leader, Sales Leader, Professional/Knowledge Worker, Sales Associate, Patient Care, Associate/Team Member.

Competencies Across 4 Levels

Executive, Manager, Frontline Leader, and Individual Contributor.

Plus More!

A behaviorally anchored rating scale (BARS), development guides with practical tips and recommendations, and ready-to-use behavioral interview questions are available for each competency.

Cascading Competency Framework

Individual Contributor	Frontline Leader	Mid-level Leader	Senior-level Leader
			Establishing Strategic Direction
	Inspiring Others	Inspiring Others	Selling the Vision
Collaboration	Building Partnerships	Cultivating Networks & Partnerships	Cultivating Networks & Partnerships
Work Standards	Execution	Driving Execution	Driving Execution
Adaptability	Facilitating Change	Facilitating Change	Leading Change
Decision Making	Decision Making	Operational Decision Making	Strategic Decision Making
Building Customer Loyalty	Customer Focus	Customer Focus	Customer Focus

Integrated Talent Systems



HOW IT WORKS

License DDI's Competency Library

Get access to our robust library of competencies and business drivers with a three-year license. You can choose to include our library of development guides and behavioral interview questions. Available in many languages, including English, French, German, Simplified Chinese, and Spanish.

Build Competency Frameworks and Success Profiles

Option 1: Get Certified to Build Your Own

With decks of cards, facilitated discussions, and calibration, you can clearly link challenges leaders face with required competencies. Card Sort Analyst certification is available as a public or in-house workshop. After certification, your organization will purchase a three-year license to access DDI's competency library.

Option 2: Get DDI to Build for You

Work with DDI consultants to define role- or level-specific business drivers and/or organization-wide competency frameworks. DDI can also facilitate Card Sort focus groups and conduct interviews. In addition, you can purchase a three-year license to access DDI's competency library.

Design an Integrated Competency-Based Talent System

Easily integrate hiring, promotion, and development initiatives with DDI's competency-based solutions such as Targeted Selection® plus leadership assessments and courses.

Ready to learn more?

Email: info@ddiworld.com or contact your DDI representative for next steps.