



COMPETENCY DEVELOPMENT

Identifying and defining your leadership competencies is an important cornerstone for any successful talent management strategy. Competencies are the unique combination of knowledge, skills, capabilities, and behavioral characteristics that leaders will need to achieve the business strategy and drive organizational success. They provide the core metric for 360 degree feedback tools (which provide a more subject measure of competencies), and assessment and development centers (which provide a more objective measure of competencies).

Beyond that, competencies make a useful contribution to many other talent management tools, programs and processes, including development planning, coaching and mentoring, talent development, talent reviews, succession planning, and performance management systems.

While competencies make an important contribution, competencies do not define the experiences required for success. Competencies coupled together with the experiences required for success, provide a much more robust and complete foundation for talent management tools, programs and processes, including coaching and mentoring, career pathing, development planning, high potential development programs, talent development, talent reviews, succession planning, and strategic succession management. Competencies are basically incomplete without experiences.

We will work in partnership with your organization to identify, define and create your leadership competencies model. Our methodology includes in-depth interviews and analyses to identify the competencies which drive organizational success, both today and looking ahead to tomorrow.

Identify and define the leadership competencies that will drive organizational success, both today and looking ahead to tomorrow.





ALBERTSSON
CONSULTING



Leadership[®]
development

An international talent management and leadership development consulting company that delivers innovative solutions, services and patented SaaS software.

Since 1999, we have worked with more than 30 Global 500, Fortune 500, and FTSE 100 companies in 25 countries on 4 continents.

Albertsson Consulting is an international talent management and leadership development consulting company established by Candy Albertsson, PhD in 1999, following a ten year career with BP where she held the senior talent management position globally with responsibilities for succession, talent reviews, high potential development, assessment to identify talent, and talent management strategy.

Albertsson Consulting deliver best practice solutions, services and patented cloud-based software for a variety of leadership development and talent management challenges. We will work in partnership with your organization to:

- Build an integrated talent management strategy
- Identify the right competencies
- Identify the right experiences
- Identify high potential talent
- Build career paths for your talent
- Streamline development planning
- Strengthen coaching and mentoring conversations
- Build a high potential development program
- Develop high potential talent
- Accelerate the highest potential talent
- Build an integrated talent review process
- Strengthen talent pools and talent pipelines
- Identify best fit, developmental stretch, and pipeline succession candidates
- Strengthen deployment decisions
- Build more robust succession plans with strategic succession management
- Generate strategic talent intelligence

Our Global 500, Fortune 500, and FTSE 100 clients are represented in 14 industries, including:

- aerospace and defense
- banking
- electronics and electrical equipment
- energy
- financial services
- food production
- gas and electric
- industrial and farm equipment
- insurance
- oil services
- petroleum refining
- scientific, photographic and control equipment
- semiconductors and other electrical components
- and telecommunications.

Beyond corporate clients, we have worked with a variety of international management colleges, university affiliated executive education programs, management institutes, conference and event management companies, and other organizations.

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