Manage Competencies and Job Role Profiles

With TalentGuard’s Competency Management software, we have a single library to manage job roles, assign them to employees and assess employees against targeted proficiencies of their assigned role.

- Del Kolbe | Managing Director | Paradigm Tax Group

TalentGuard believes that every successful talent management initiative begins with the right industry-specific competency framework. With TalentGuard’s Competency Management software, access thousands of standardized work skills that unify employee behaviors, functional experiences, qualifications and work-style preferences. The software allows employees to view skills or jobs in demand internally and identify gaps for professional development. Employees are also able to showcase their skills, experiences, certifications, achievements, aspirations and work history.

talentguard.com/competency-management-software
VALUE PROPOSITIONS

Establish
Establish a common language across a company’s global talent management initiatives.

Recognize
Recognize key drivers within your organization to increase employee engagement levels.

Assess
Assess employee capabilities to identify strengths, gaps and opportunities for learning.

Competency Assessments
- Use the integrated competency assessment to allow employees and managers to do competency-based reviews.
- Evaluate employees based on their existing job role to identify areas for development.
- Rating scale is customizable based on your organization’s preference.

Dashboard and Reporting
- Instantly find employees who possess key competencies in your company.
- Access reports from your dashboard to view your workforce on many different workforce dimensions.
- View and print employees’ talent assessment and job role reports.

Competency Administration
- Develop, view and manage detailed competency frameworks and job role profiles for your entire company in a single location.
- Tailor frameworks to handle unique competencies, proficiency levels, behavioral indicators, and developmental options.
- Import competency frameworks from IBM, HRSG or another 3rd party vendor.

Job-Role Builder
- Create standardized competency-based job descriptions to use consistently across all of your talent management initiatives.
- Access, import, store and update unlimited Job Role Profiles.
- Include “day in the life of” content and videos or testimonials from employees.