

TalentSIM Competencies and Skills

Striving for Excellence

- Setting high standards and inspiring people to excel; mobilizing people to action.
- Holding people accountable for results.

Performance Management

- Providing effective and frequent feedback and helpful coaching to subordinates.
- Positioning self to help subordinates be successful (versus mainly just enforcing policies).

Retaining Employees

- Identifying key talent in the unit and taking action to retain that talent.
- Empowering subordinates and creating the conditions where they are involved and challenged.

Analysis and Problem Solving

- Using sound problem solving and decision making skills (e.g., identifying the root causes of problems, selecting the best course of action based on an evaluation of alternative solutions).
- Using financial and quantitative data to make decisions and manage the unit.
- Seeing the overall business perspective versus just a technical or functional view.

Influencing Others

- Asserting own ideas and persuading others; gaining commitment.
- Taking ownership for customer relationship (internal or external); striving to meet customers' needs.

Organizational Savvy

- Knowing how to get things done in organizations (i.e., having "organizational savvy").
- Fostering collaboration among team members and other teams.
- Negotiating with others to achieve the best outcomes for the company.
- Taking charge and making things happen.
- Being willing to make tough decisions, and taking ownership for the outcomes and consequences.

Leading/Managing Change

- Acting as a catalyst of change, and striving for continuous improvement.
- Managing change effectively and helping others adapt.