Activity 2.1a Competency Driver Mapping and Action Planning



Map the levels of quality and effort being applied to Competency Drivers for a current program or innovation. This activity will help you with action planning as you zero in on Drivers that can benefit from more effort and/or attention.

Instructions

- 1. Map your Competency Drivers with respect to effort and quality
- Review the material in Module 2. Then think about a current program or innovation in your organization.
- Using the grid below map where you believe each Competency Driver (selection, training, coaching and performance assessment) stands in regard to level of effort applied and quality.

Map your Competency Drivers (selection, training, coaching and performance assessment)

	Quality			
		Low	Medium	High
Level of Effort	Low			
	Medium			
	High		*	

Example:

If you believe your organization allocates a *high* amount of effort to performance assessment and quality is *medium*, then you would write performance assessment in the box with an asterisk.

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•	Which Drivers can benefit from action plans (to address effort and quality)?
	What are some ways you can improve Competency Drivers
	effort and quality?

2. Apply It Now