denison™

CULTURE IMPACT

INVOLVEMENT:
CAPABILITY DEVELOPMENT

What are the key capabilities needed to execute against our strategies and goals?

Think Systemically:

When considering work in the area of Capability Development it is important that there is a fundamental belief that developing employees is essential to business success.

It is also important to look closely at other areas of the Denison Model.

For example, do we have a clear strategy that informs the range of skills needed to effectively execute against priorities?

In addition to technical skill training, do we develop the skills needed to support effective teamwork and problem solving?

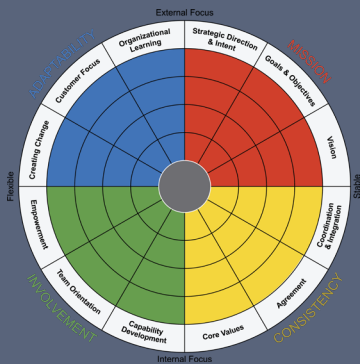Is learning at both the individual and organizational level promoted and practiced?

In high-performing organizations, leaders and managers demonstrate a sincere commitment to the ongoing development of employees' skills and knowledge. They do this to meet both the current and future needs of the organization, as well as the development goals of the individual.

Do we have the talent pipeline needed for current and future success?

Talent development and management should be a priority and key responsibility for leaders and managers. There are a wide range of activities that can be used to develop the workforce. We work with clients to understand and develop the talent needed to deliver the expected results.

To support you, we offer a range of solutions for prioritizing the development of your organization:

- Identification of key skills necessary for current and future business needs

- Identify skill gaps within teams and across the organization and provide coaching where necessary to enhance leader capabilities and their ability to coach others

- Create and support development plans, ensuring linkage to the near-term and long-term needs of the organization

- Create a tracking mechanism for coaching and attainment of personal goals (Consider 360 feedback)

denisonconsulting.com