

PLAR, Competencies and Staffing

Another CAPLA WebCast

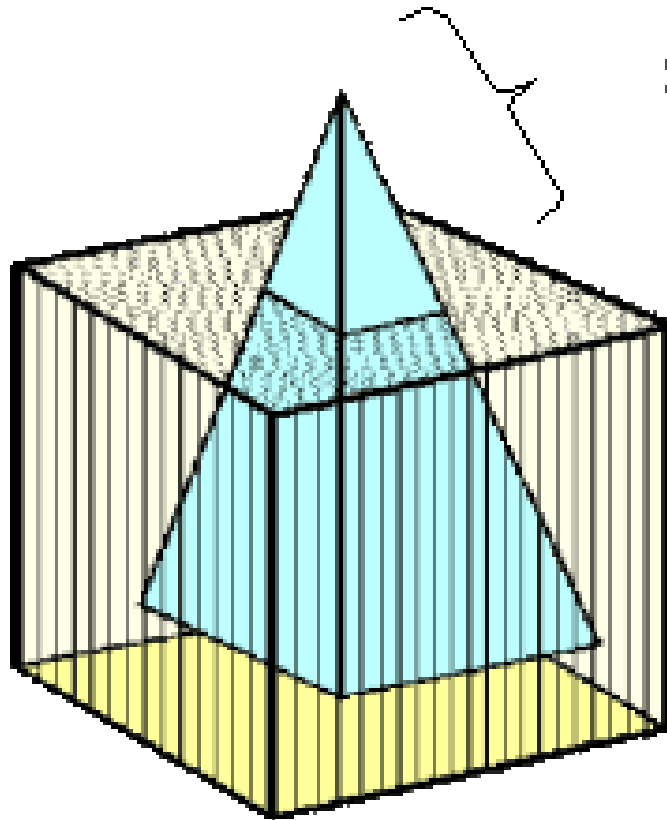
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The Core Competencies

30% - What you see!

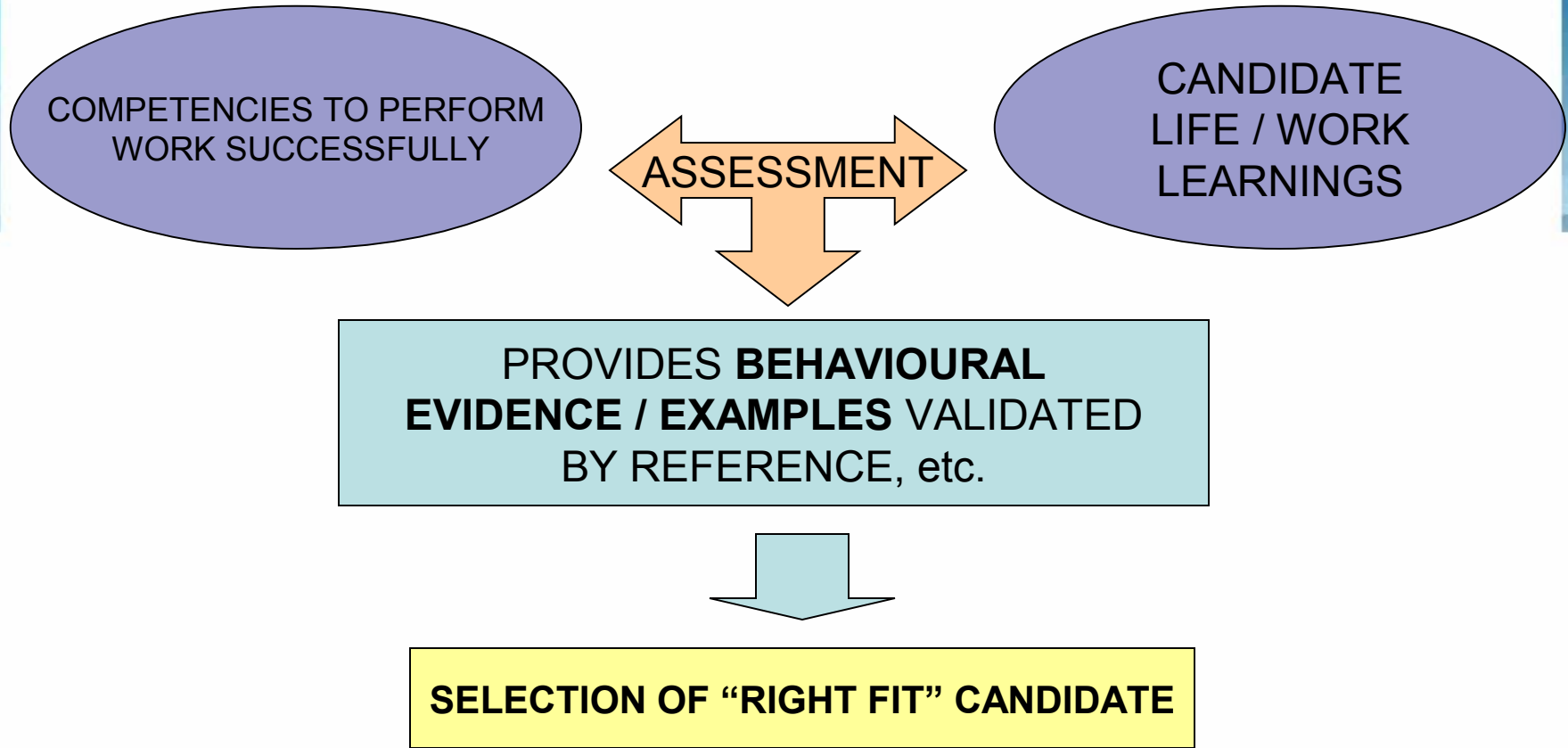
Skills, Experience & Gut Feel



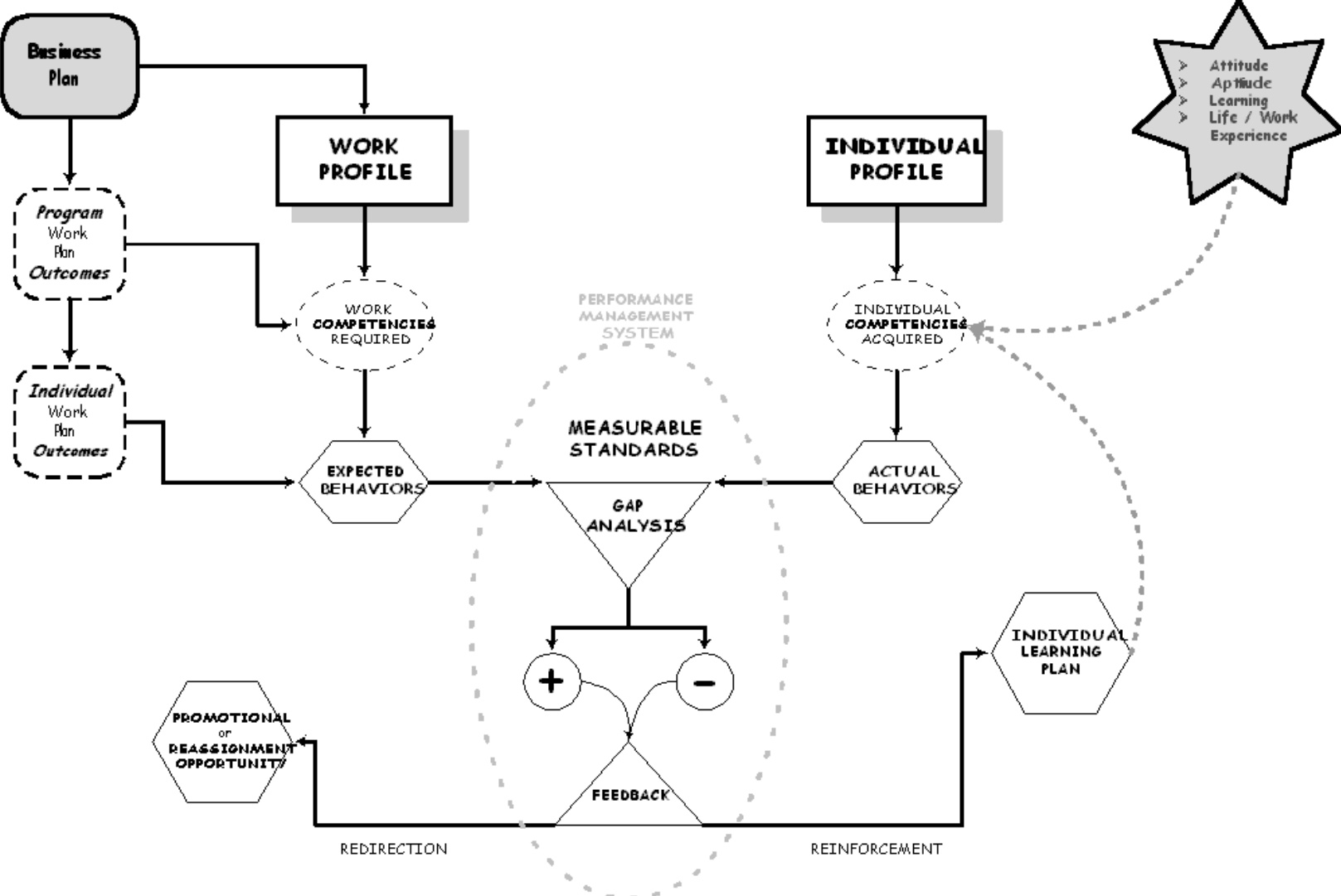
70% - Inside the
Total Person:

- Thinking Style
- Behavioral Traits
- Occupational Interests
- Job Fit

The staffing PLAR plan....



COMPETENCY PROFILING SYSTEM



Competency - Values Diversity

SKILL LEVEL 1
Description

SKILL LEVEL 2
Description

SKILL LEVEL 3
Description

SKILL LEVEL 4
Description

Key Behaviours

Key Behaviours

Key Behaviours

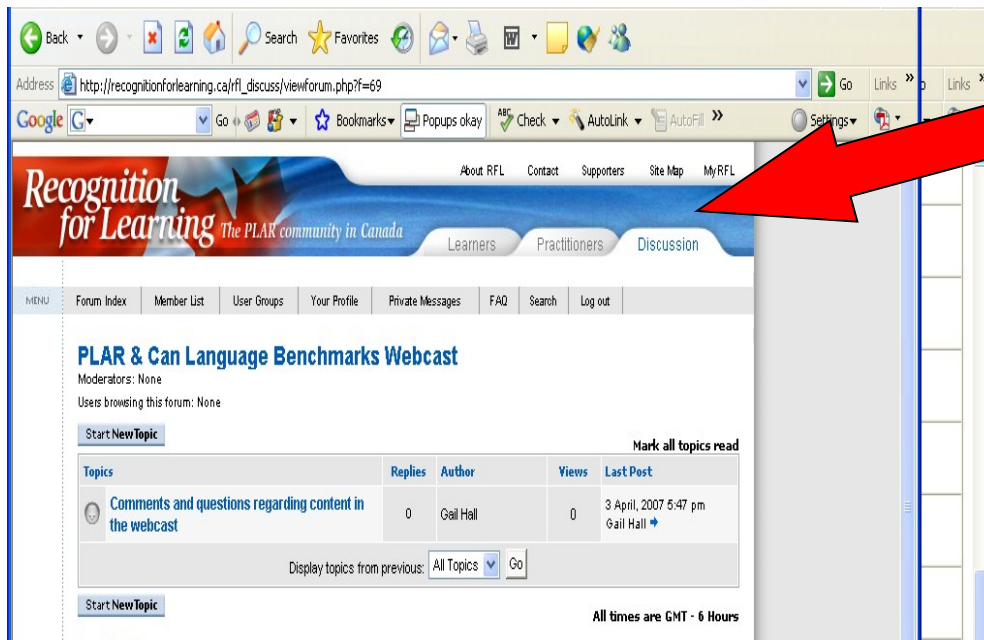
Key Behaviours

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Discussions on RFL website

- Go to www.RecognitionForLearning.ca
'Discussion Forum' to comment, question and share ideas on PLAR and the use of Competencies in Human Resource practice



The screenshot shows a web browser window displaying the Recognition for Learning website. The address bar shows the URL: http://recognitionforlearning.ca/rfl_discuss/viewforum.php?f=69. The website header features the logo "Recognition for Learning The PLAR community in Canada" and navigation tabs for "Learners", "Practitioners", and "Discussion". A red arrow points to the "Discussion" tab. Below the header, there is a menu with options like "Forum Index", "Member List", "User Groups", "Your Profile", "Private Messages", "FAQ", "Search", and "Log out". The main content area displays a forum topic titled "PLAR & Can Language Benchmarks Webcast". The topic details include: "Moderators: None", "Users browsing this forum: None", and a table of topics.

Topics	Replies	Author	Views	Last Post
 Comments and questions regarding content in the webcast	0	Gail Hall	0	3 April, 2007 5:47 pm Gail Hall →

Display topics from previous:

Start New Topic

All times are GMT - 6 Hours

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MAKES DECISIONS

Definition **Commits to a timely course of action using sound judgement and taking into consideration organizational goals, values, resources, and constraints.**

SKILL LEVEL 1 Description	SKILL LEVEL 2 Description	SKILL LEVEL 3 Description	SKILL LEVEL 4 Description
Makes decisions in accordance with established guidelines or commonly accepted practice.	Makes decisions in situations that fall outside established guidelines or where the choice among options is less obvious.	Makes decisions that can set precedents; that are based on complicated alternatives; that require wide support for successful implementation.	Builds the framework for strategic decision-making within the organization.
Key Behaviours	Key Behaviours	Key Behaviours	Key Behaviours
Recognizes when a decision is required.	Balances the need for making decisions with limited information with the risk of not acting.	Connects decisions to others in the larger organization, confirming they serve the greater purpose, goals and are mutually reinforcing.	Makes decisions that advance the organization's vision and goals
Asks appropriate questions to define the decision to be made.	Involves others having information pertinent to making a good choice.	Tests that those potentially affected by the decision are ready to make a choice or are willing to implement.	Makes decisions that can set precedents or are based on the consideration of complicated alternatives or require wide support for successful implementation.
Collects readily available information relative to the decision.	Assesses probability and seriousness of risks associated with alternatives.	Confirms that the level of decision is appropriate (i.e. prior decisions on which this choice rests have been made).	Makes complex decision on issues that have far-reaching implications, possibly affecting other organizations accounting for public perception and government direction.
Recognizes boundaries of personal decision-making authority.	Uses discretion to make authorized decisions.	Identifies potential impact of complex decisions on all affected.	Makes/influences decisions that challenge the status quo and provoke growth and positive development in the organization.
Makes independent decisions in straight forward situations in a timely manner.	Participates actively in group decision making and is enthusiastic in supporting the results.	Builds consensus of supports for eventual decision/recommendation.	Aligns organizational decisions with broader corporate strategic direction.
Takes ownership and is accountable for own decisions.	Contributes readily and completely any pertinent information that may improve decision making.	Uses more detailed processes for arriving at decisions, often drawing out the opinions of those who have quite different perspectives.	Improves quality and effectiveness of decisions by ensuring appropriate participation (e.g. community, public, other departments / jurisdictions / agencies).
Explains, where necessary, reasoning behind the decision made.		Identifies and assesses potential problems, and recommends preventative and contingent actions that will protect implementation of decisions.	
		Maintains and monitors appropriate accountability for decisions throughout own area of responsibility	

Models and fosters
accountability for
decision-making at all
levels.