

KORN FERRY LEADERSHIP ARCHITECT® *Global Competency Framework*

City of Tacoma Council & Human Resources

Committee of the Whole – 10.08.2019

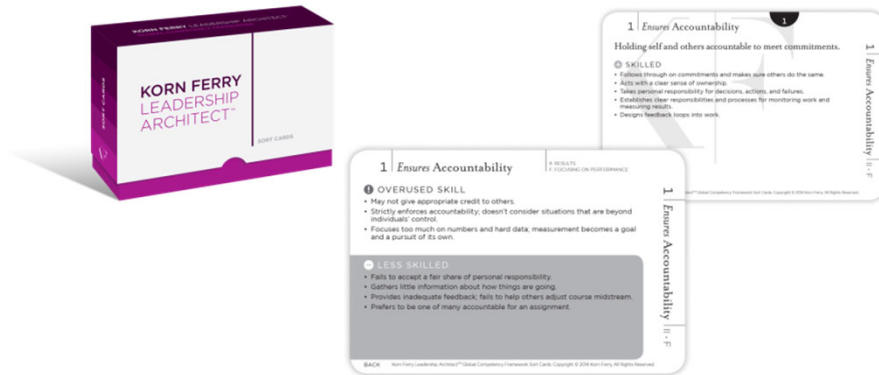
© 2015 Korn Ferry. ALL RIGHTS RESERVED.

Definition of a competency

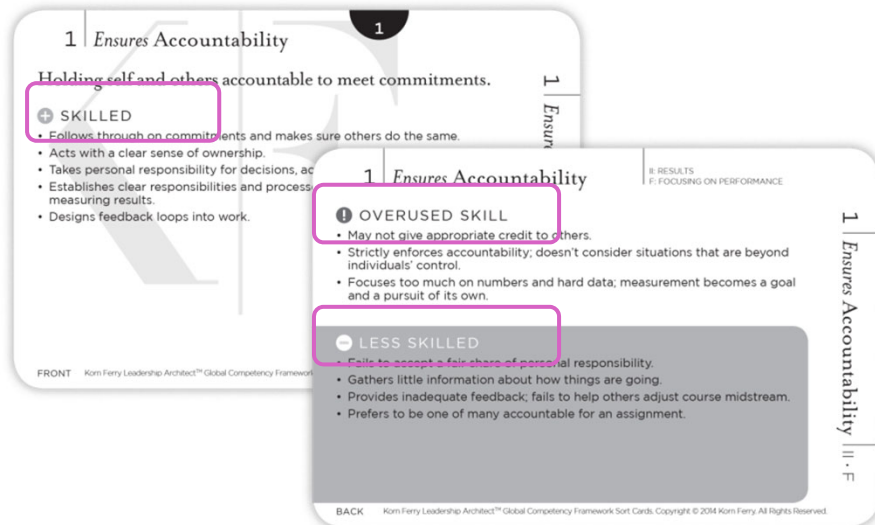
Observable and **measurable**
skills and behaviors
that contribute to
workplace effectiveness
and **career success.**

They determine how we do our jobs,
how we accomplish goals.

Navigating through the deck



Competency cards



Position profile questions

What are the **strategic goals** of the organization or function?

1

What are the **deliverables**/expectations of the job?

2

What are **some barriers** to performance?

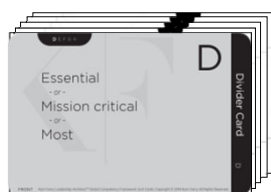
3

What **differentiates** high performers?

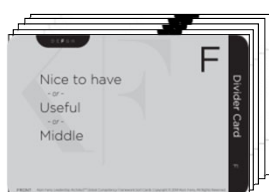
4

Job profile card sort

What is “mission critical” for this position in order to support the business?



12
cards



14
cards



12
cards

Posting sort results: **mission critical**



Write the competency numbers of your 12 **mission critical** cards on the green dots.

Stick the green dots on the poster next to the same competency numbers.

12

26

31

COMPETENCIES		HIGH			LOW	
<input type="radio"/>	1 Ensures Accountability (F)					
<input type="radio"/>	2 Action Oriented (D)					
<input type="radio"/>	3 Manages Ambiguity (L)					
<input type="radio"/>	4 Attracts Top Talent (H)					
<input type="radio"/>	5 Business Insight (A)					

Posting sort results activity: **less important**



Write the competency numbers of your 12 **less important** cards on the orange dots.


Stick the orange dots on the poster next to the same competency numbers.

12

29


35

COMPETENCIES		HIGH			LOW	
<input type="radio"/>	1 Ensures Accountability (F)					
<input type="radio"/>	2 Action Oriented (D)					
<input type="radio"/>	3 Manages Ambiguity (L)					
<input type="radio"/>	4 Attracts Top Talent (H)					
<input type="radio"/>	5 Business Insight (A)					

 KORN FERRY

Break

© 2015 Korn Ferry. ALL RIGHTS RESERVED.



 KORN FERRY

The “Great Debate”

© 2015 Korn Ferry. ALL RIGHTS RESERVED.



**KORN FERRY
LEADERSHIP ARCHITECT®**
Global Competency Framework

City of Tacoma Council & Human Resources

Committee of the Whole – 10.08.2019

© 2015 Korn Ferry. ALL RIGHTS RESERVED.