

TalentSIM Competencies and Skills

Striving for Excellence

- Setting high standards and motivating others to excel
- Holding people accountable for achieving results

Performance Management

- Providing feedback and coaching to help others develop
- Dealing effectively with employee performance problems
- Dealing with conflict situations

Retaining Employees

- Identifying and retaining talent
- Creating the conditions where employees are challenged and engaged

Analysis and Problem Solving

- Setting clear priorities for the unit
- Using financial and quantitative data to make sound business decisions
- Identifying the underlying causes of problems

Influencing Others

- Asserting own ideas and persuading others
- Exerting influence with internal/external customers

Organizational Savvy

- Knowing how to get things done in organizations
- Fostering collaboration within the unit and with other units
- Taking charge in tough situations

Leading/Managing Change

- Initiating change to foster continuous improvement
- Helping employees manage change