

Competencies based on a capability framework

WORKSHOP ON HUMAN RESOURCES MANAGEMENT AND TRAINING

12-14 SEPTEMBER 2018

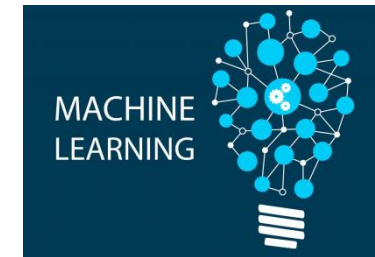
LARS F. HATLEHOL, CIO, STATISTICS NORWAY



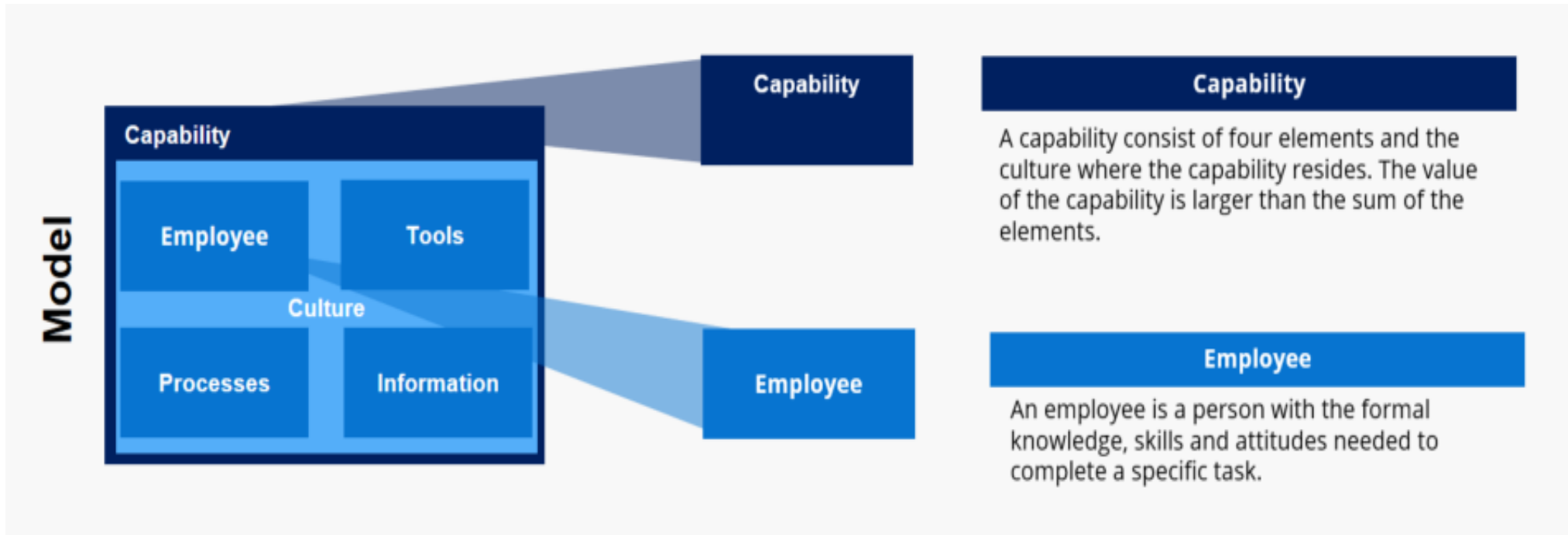
Statistisk sentralbyrå
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The challenge

- New mega-trends requires heavy investment in competence upgrade of existing staff in the years to come.
- Our staff is multi-disciplinary, multi-age, multi-education..
- Is there a common framework we can use?

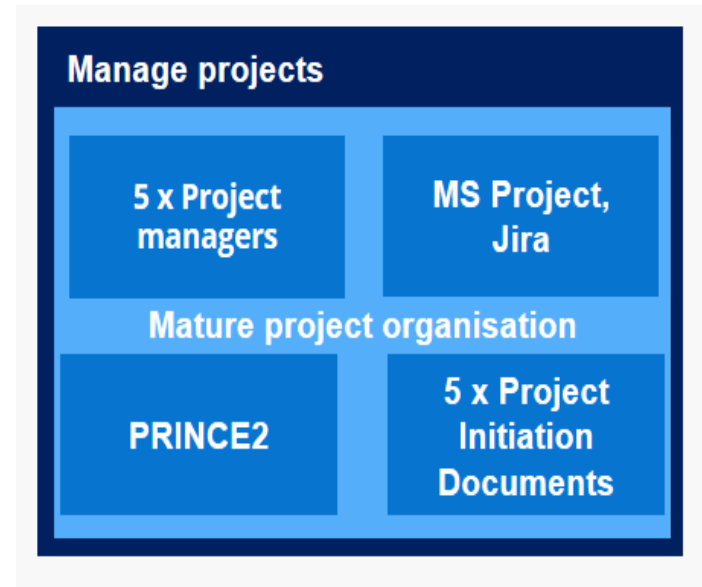


Our approach: Capabilities



Capabilities

- A capability defines what an organisation will have to be able to accomplish in the future, instead of who is going to do the work and how.

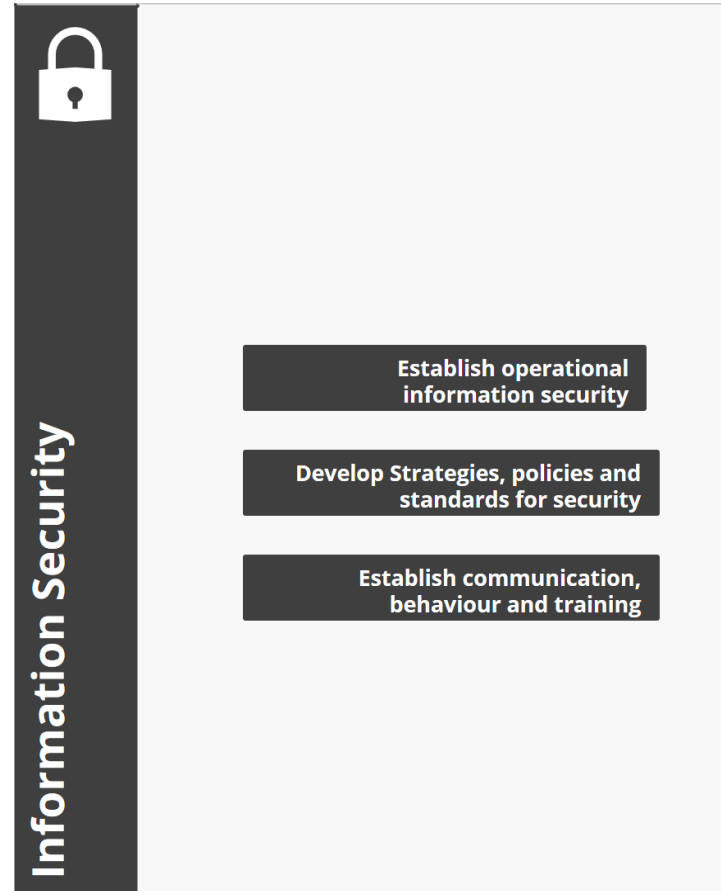


Step 1: Identify strategic directions

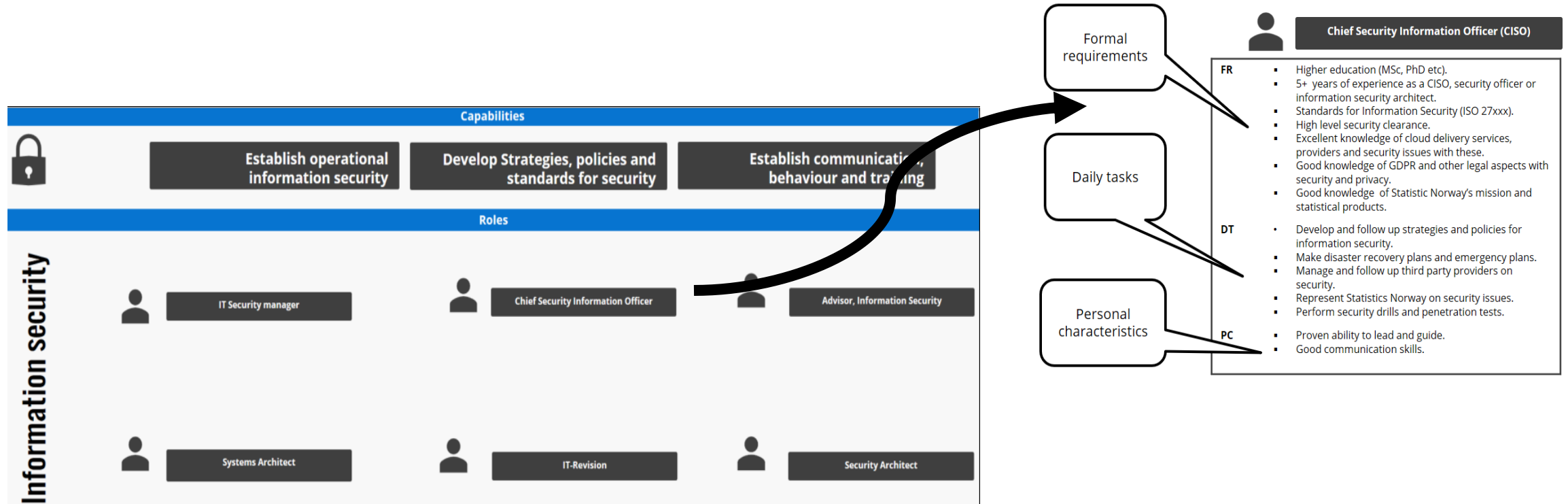
These should be generic and recognized by all units and employees



Step 2: Define capabilities for each strategic direction



Step 3: Identify roles per capability



Step 4: Define tasks and activities

- Which activities and tasks will have to take place in order to establish the capability?
- Who is responsible for the activity?
- When will they take place?



Step 5: Communicate the strategy

- One full day with the entire department
- Both external and internal speakers



Step 6: Implementation



Takk!

ssb.no

