

# Creating Organisational Development Frameworks

## Competency Frameworks

Behavioural competency frameworks are tools that organisations can use to align recruitment and selection, people management, succession planning and people development practices to the capabilities and behaviours that are most important for achieving business objectives.

Competency frameworks can be developed for very specific purposes, such as to evaluate certain capabilities that are otherwise very difficult to measure in a way that is equitable throughout an organisation or division.

## Succession Frameworks

Applying expertise in competency development and assessment of the potential and performance of employees, Zero7 Consulting supports the creation of tailored succession management approaches.

From processes of talent identification through to development of capabilities from within a talent pool, succession plans must align with the ongoing objectives of the organisation and provide for flexibility and a depth of capacity to meet critical needs at any point in time.

## Leadership Development Frameworks

A Leadership Development Framework is a model of what leadership is within an organisation and how it can be developed. For best results, frameworks must be specific to an organisation in definition, language and practice.

A framework of this nature should:

- Define the combination of leadership competencies that the organisation should have in order to meet its primary objectives.

- Enable measurement of employee capability (and potential) against those competencies.
- Enable meaningful development planning for individuals to attain the required leadership capabilities.
- Define the development approaches best suited to the actual development of capabilities in each of the competency areas.

