1. Record Nr. UNINA9910790726603321 Autore Holt Jon **Titolo** A pragmatic guide to competency [[electronic resource]]: tools, frameworks and assessment / / Jon Holt and Simon Perry Swindon [England], : BCS, The Chartered Institute for IT, 2011 Pubbl/distr/stampa **ISBN** 1-62870-252-4 1-78017-089-0 1-78017-091-2 Edizione [1st edition] Descrizione fisica 1 online resource (194 p.) Altri autori (Persone) PerrySimon Disciplina 658.05 658.4013 Soggetti Employees - Rating of Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Nota di bibliografia Includes bibliographical references and index. Copyright; Dedication; CONTENTS; LIST OF FIGURES AND TABLES; Nota di contenuto AUTHORS; ACKNOWLEDGEMENTS; PREFACE; 1 INTRODUCTION; COMPETENCY ASSESSMENT; PEOPLE'S PERCEPTIONS OF THEIR OWN COMPETENCE; COMPETENCE VERSUS CAPABILITY; COMPETENCY FRAMEWORKS; EVOLUTION OF COMPETENCE OVER TIME; ASSESSMENT VERSUS AUDIT: SCOPE OF THIS BOOK: CONCLUSIONS: REFERENCES: 2 COMPETENCY FRAMEWORKS; INTRODUCTION; THE UKSPEC; THE INCOSE COMPETENCIES FRAMEWORK; SFIA; THE ASSOCIATION OF PROJECT MANAGEMENT (APM): THE ASSOCIATION OF PROPOSAL MANAGEMENT PROFESSIONALS; CHOOSING BETWEEN FRAMEWORKS; CONCLUSIONS; **REFERENCES** 3 REQUIREMENTS FOR COMPETENCY ASSESSMENTINTRODUCTION; REQUIREMENTS FOR AN ASSESSMENT PROCESS: INTRODUCING THE UNIVERSAL COMPETENCY ASSESSMENT MODEL (UCAM); SELF-ASSESSMENT VERSUS THIRD-PARTY ASSESSMENT; BEST PRACTICE; BRINGING IT ALL TOGETHER - THE UCAM META-MODEL; CONCLUSIONS;

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## Sommario/riassunto

Competency is the ability of an individual to perform their working activities. Competencies should be based on roles, rather than on job descriptions. This book shows how to assess competency in practical and effective ways to deliver productive organisations. Essential reading for IT managers and directors, consultants, and team leaders.