



CONTEXTUALISED COMPETENCY MAPPING.

A Cognadev product.

Facilitated. Automated. Integrated.

The CCM is an online job analysis questionnaire that is used to evaluate the SST level of a position, its cognitive and broader competency requirements and the degree to which a person or team matches certain work-related competency requirements.

The benefits.

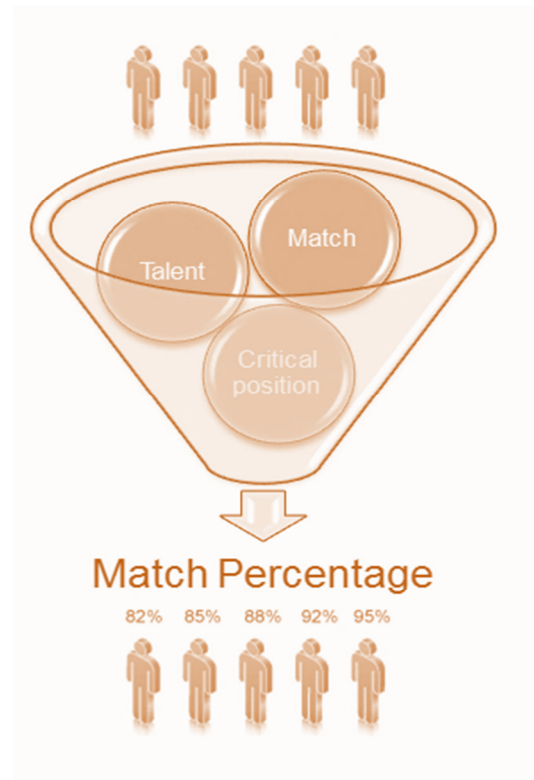
The CCM tool is a questionnaire-based software system that is used to determine the Stratified System Theory (SST) level and competency requirements of a position. It is often used to guide a facilitated discussion with job experts. The assessment results of individuals and teams can be linked to the competency requirements of work to determine the degree of team- or person-job matching.

Core aspects.

- calculated graphic representation of team- or person-job match
- developmental guidelines for individuals and teams
- Item analysis summary to understand performance expectations
- organisational mapping of SST jobs to inform restructuring and succession planning
- intellectual capital management and talent auditing

What you need to know.

Duration:	1-2 hours.
Material:	Online assessment.
Test language:	English.
Report:	Detailed report, person-job report, candidate comparison report.
Accreditation:	Required for administration, interpretation and feedback. 8 CEU points.



"The CCM helps my clients to match their human capability to the role requirements in terms of its level of complexity. It turns job-person matching into a much more scientific and objective process. An added feature is the mapping out and organising of positions with suitable candidates to execute on strategy. It's really a great tool to manage talent with organisational design and effectiveness."

Roche Herbst, M.A. Human Capital Solutions Inc. - Canada.