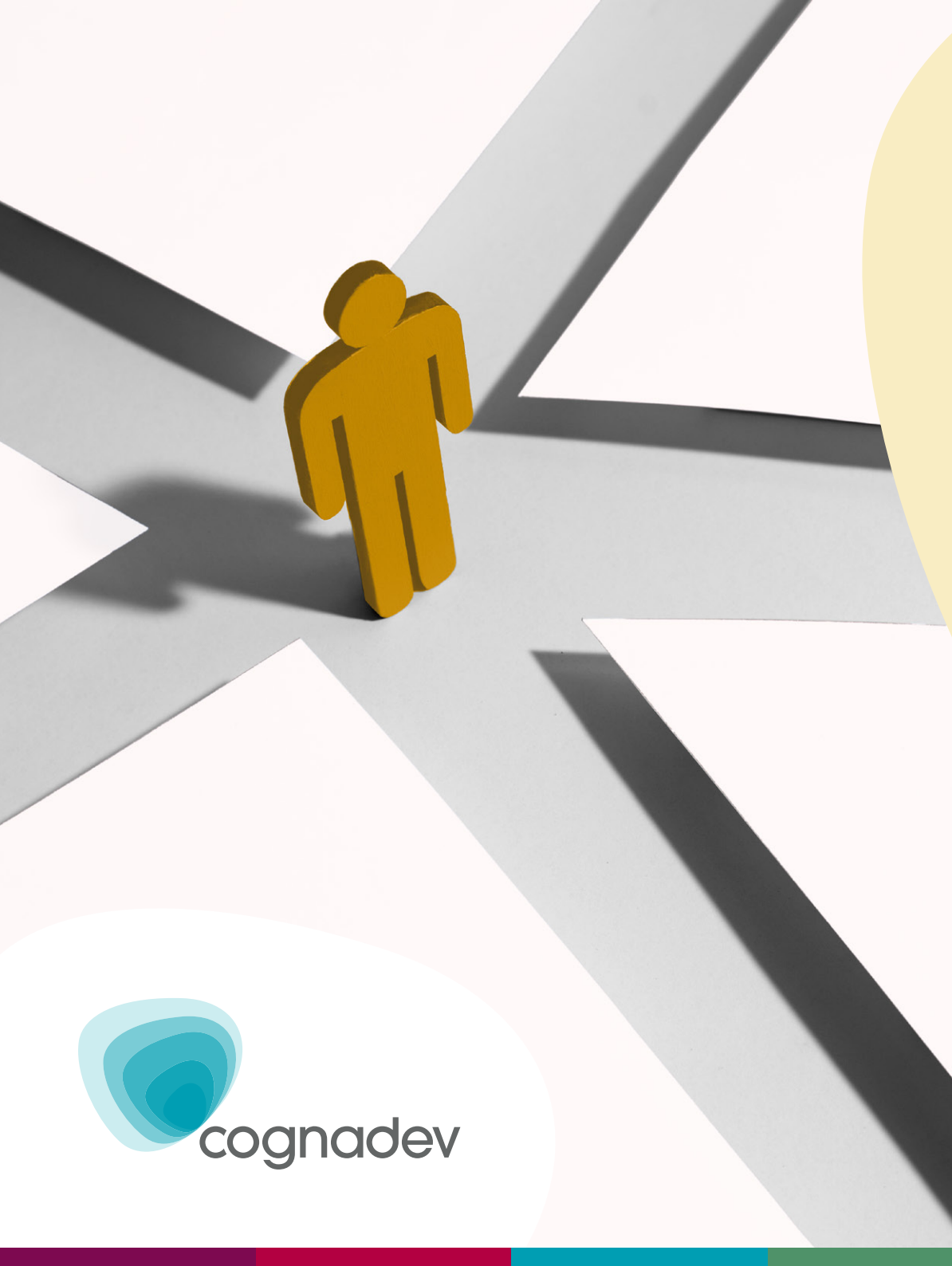


Contextualised Competency Mapping (CCM)

Facilitated. Automated. Integrated.

cognadev

Who is **Cognadev?**

And how can we help you?

> *"There is, however, a company called Cognadev, which has done fantastic work in creating instruments to put people management decisions on solid ground, and if you have good people there is no limit to what you can achieve."*
>
> **- Johan Gevers, Founder and CEO Crypto City, Zug Switzerland**

Cognadev addresses a need in the talent management market for fair and valid ways to holistically and cross-culturally assess the psychological functioning, competencies and cognitive potential of individuals in the work context and in higher educational environments. With a focus on the skills and undeveloped potential of people, the contextual requirements of work, gap analyses and people development, the aim is to optimise the matching of people and work, and thereby organisational viability and socio-economic or societal impact.

Through innovative, world first, interactive and cloud-based assessment techniques we offer cost effective on-line psychological evaluation, scoring and reporting. Our products aim to assist organisations to improve their talent management initiatives including: recruitment, selection, placement, performance management, team compilation, succession, people development, remuneration and data analytics, all of which are aimed at leadership identification and development, organisational culture management, job- and organisational structuring, intellectual capital management, and virtual talent pool solutions.

Cognitive Process Profile

Learning Orientation Index

Value Orientations

Motivational Profile

Performance Risk Profile

Contextualised Competency Mapping

Integrated Competency Report

cliquidity

Contextualised Competency Mapping (CCM)

The Contextualised Competency Mapping (CCM) job evaluation tool consists of a computerised questionnaire, scoring engine and report writer. It can be used to analyse the cognitive and holistic competency requirements of work in a standardised and objective manner, and to link individual and team functioning, as indicated by various assessment tools, to a particular set of job requirements

The term “competencies” as used by the CCM can broadly be described as the psychological orientation and capability, as well as the knowledge, skill and behavioural attributes associated with job performance in particular work contexts.

Applications

- Selection and placement
- Identification of leadership potential
- As basis for a 360-degree performance solution
- Planning of personal and team development
- Organisational- and job structuring
- Organisational transformation
- Strategic viability of the organisation
- Reward strategies
- Team compilation
- Succession planning

> ***“Cognadev provides a fully holistic and contextualised people assessment solution to organisations in order to optimise the effectiveness and engagement of people in the work environment.”***
>
> **M Prinsloo - founder of Cognadev**

Features

- Clarification of the performance expectations of a role
- Description of the cognitive and competency requirements of work
- Graphic representation of team- or person-job match
- Developmental guidelines for individuals and teams
- Intellectual capital management and talent auditing

Benefits of the CCM

The CCM tool is a questionnaire-based software system that is used to determine the level of work complexity and the competency requirements of a position. It may involve a facilitated discussion with job experts and enables the linking of the assessment results of individuals and teams with the competency requirements of work.

"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 for talent management and organisational design."

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

Reports

A number of CCM reports are available for each position analysed, including:

- Competency Requirements of the Position
- Cognitive Person-Job Matching report
- Cognitive Team Development Report
- Intellectual Capital and Cultural Diversity Heatmaps

Constructs Measured

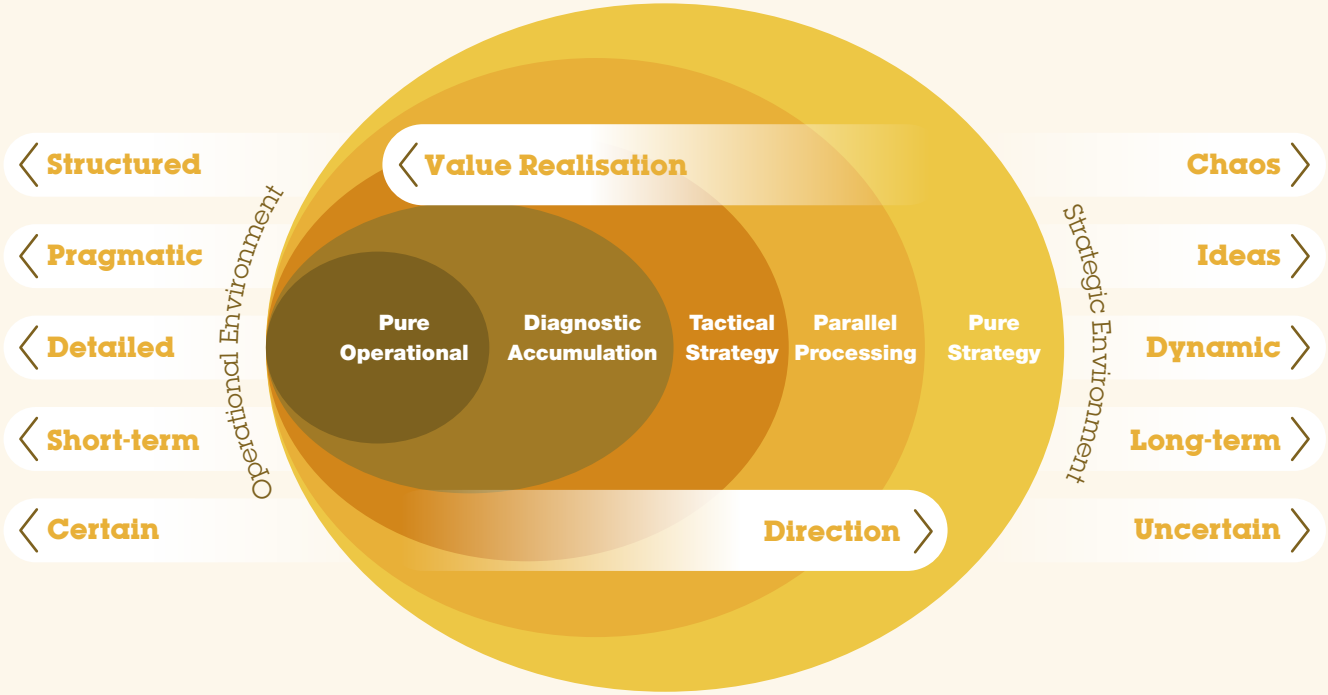
- Level of work complexity of a position / job
- Cognitive Requirements of the position
- Competency Requirement of the position
- Required knowledge and skills
- Derailers of Job Performance
- Degree of Person-Job Match

Levels of work models:

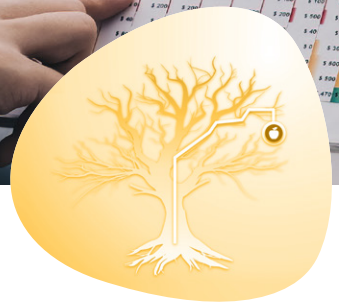
In the case of the CCM, job analysis includes an evaluation of the level of work complexity of a work role as based on the IPM of Prinsloo, the SST of Jaques and the VSM of Beer. These models are widely used for the selection, placement, and development of people, as well as organisational and job structuring purposes. The models define work in terms of several strata of decision-making complexity. For the purposes of the CCM, these five levels of work complexity, all of which are linked to cognitive functioning and personal competence, are indicated:

- Pure Operational
- Diagnostic Accumulation
- Tactical Strategy / Alternative Paths
- Parallel Processing
- Pure Strategic

Complexity Preferences and Suitable Work Environments



A brief description of the five levels of work complexity



Pure Operational

- Clear methods and goals
- Structured environment
- Routine work
- Linear pathways
- Precision
- Accuracy
- Quality delivery

Diagnostic

- Technical-specialist and/or supervisory work
- Situational problem-solving
- Understand service needs
- Deal with technicalities
- Focus on causes, effects and symptoms
- Diagnose and prevent problems
- Initiate solutions within parameters, services

Tactical Strategy

- Optimise systems efficiencies
- Formulate functional strategy
- Benchmarking
- Goal achievement of a functional unit
- Create alternative strategic paths
- Evaluate and implement systems
- Plan resource allocation
- Follow theoretical guidelines
- Project management
- Professional work

Parallel Processing

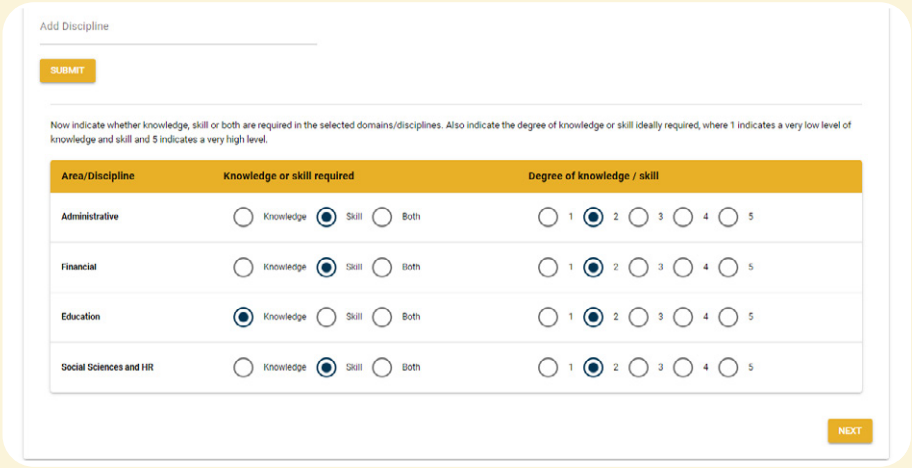
- Integrate dynamic systems (value chains, supply-demand factors)
- Synchronise parallel pathways
- Use trade-offs to maintain progress
- Coordinate functional units
- Formulate business processes and broad business strategy
- Ensure organisational viability
- Systems focused
- Maintain the pace of and monitor interacting projects

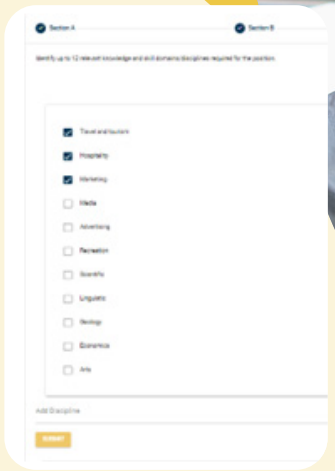
Pure Strategic

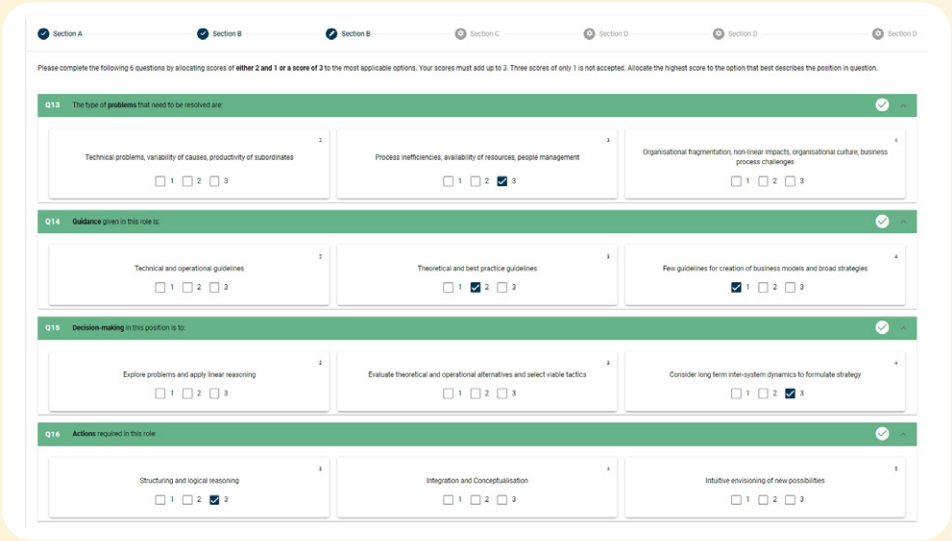
- Construct unified whole systems
- Formulate strategic intent
- Deal with kaleidoscope of macro-economic events and variables
- Consider social and environmental impacts
- Ensure viability of the industry
- Integrate various industry offerings
- Identify and impact philosophical trends in the industry

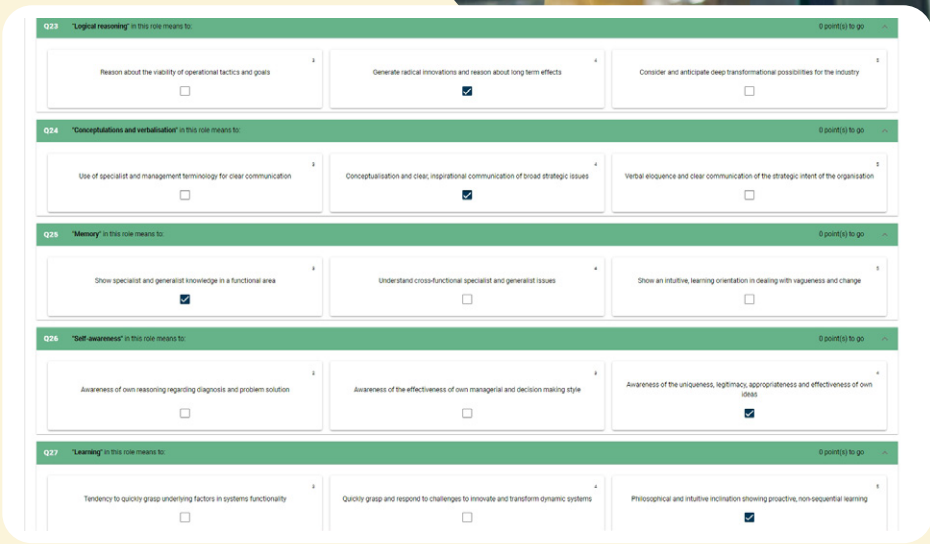
The Questionnaire

Examples of typical CCM items:









Practicalities

Duration
Approximately 90 minutes
(more time required in the case of team discussions)

Responses
Interactive responses

Material
Online questionnaire

Administration
Facilitated by CPP accredited person / online link

Test language
English

Report
Detailed report, person-job report, candidate comparison report

CPP Accreditation
Required for administration, interpretation and feedback

Contact Us

www.cognadev.com
info@cognadev.com