

## Competency Profiling



Competency profiling is designed to identify the skills, knowledge, and behavior underlying successful performance of the human capital within your organization. Competencies form the foundation for a number of core human resource systems such as staffing and assessment, performance management, succession planning, training and development, multi-rater feedback and career planning.

**NSS** has partnered with financial services, healthcare, retail, oil & gas, and manufacturing companies to develop competency profiles for executives, managers and professionals in a wide range of functional areas. We can develop fully customized competency models, or tailor an existing model to meet role expectations and requirements.

**NSS** employs a flexible approach to competency identification which can include:

- Examining job descriptions and training curricula.
- Interviewing job knowledge experts.
- Conducting focus groups with incumbents and their managers.
- Benchmarking – reviewing existing competency models for similar positions.

Through its affiliates, **NSS** offers state-of-the-art competency management software to support key Human Resource systems such as employee selection, succession planning, performance management, multi-rater feedback and training & development.

**Nardoni Strategic Solutions**  
**7581 Monte Verde Lane**  
**West Palm Beach, FL 33412**  
Office: (561) 626-9713  
Cell: (561) 315-5158  
E-mail: [info@nardoni.com](mailto:info@nardoni.com)