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The Technical
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Dictionary includes
the skills, abilities and
behaviors that are
required when
applying specific
technical knowledge
on the job. For
example, Application
Development Support
and Maintenance,
Database Design and

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Management,
Security/ Information
and Application
Protection and
Service Management
Processes.

~~COMPETENCY DICTIONARY~~

The definition of
leadership
competencies is
leadership behaviors
and skills that can

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Contribute to superior performance. By focusing on competency-based leadership, companies and organizations will be able to better identify their next generation of leaders. Leadership competencies measured by Leading the Function 360 include:

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Leaders who
“communicate often
and openly”
(competency #6) and
“create a feeling of
succeeding and failing
together as a pack”
(#8) build a strong
foundation for

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connection. We are a
social species...

~~The Most Important
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A world leader is
someone who is the
leader of a country,
especially an
economically powerful
country. 2. countable
noun A product,

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company,
organization, or
person that is a world
leader is the most
successful or
advanced one in a
particular area of
activity.

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The sole purpose of a

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leadership competency model is to help leaders improve their effectiveness. A Strengths-Based Leadership Development System built on a relevant and validated competency model is a roadmap to higher performance. Like a GPS mapping device, the

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framework and 360
feedback assessment
help a leader identify
where he or she is
now and which routes
will take them to their
next performance
level.

Leadership
Competency Models:
Why Many Are Failing
and How ...

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Their list of competencies included four HR specific competencies which are 1) people, 2) Organization, 3) Workplace and 4) Strategy. Personally, I am a fan of SHRM competencies and like the fact that they include both behavioral and technical

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Competency. You can read more about them by clicking [here](#). I imagine some very smart consultants and SHRM employees tirelessly researching and debating for 12 months or more before launching these to the members of the SHRM community.

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~~7 HR Competencies
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A competency
dictionary is a tool or
data structure that
includes all or most of
the general
competencies needed

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to cover all job families and competencies that are core or common to all jobs within an organization. They may also include competencies that are more closely related to the knowledge and skills needed for specific jobs or functions.

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