

Make  
**great**  
people  
decisions  
by rigorously  
**defining**  
**success**  
in a role

## select: optimal success profiling

### How does my organisation define what success looks like for a role?

Whether you're looking to fill one key role, staff an entire operation or identify the skills essential to operate at a certain level, a good understanding of what success looks like is a great place to start.

OPP® offers a variety of ways to help you pinpoint the skills, personal attributes and motivations required for success in a role. We work with you to identify precisely what successful candidates need in terms of capability and motivation to excel in the job.

### How do I develop the most robust and accurate competency framework?

Having a competency framework that is clear, specific and accurately reflects what's needed for success has several benefits. It provides a foundation for selecting people who will be successful in a role; it enables you to manage performance in that role; it gives you a clear starting point for development and a common language for articulating what excellence looks like.

As competencies underpin so many key HR processes, selecting the right partner to help you design the best possible competency framework for your needs is crucial. OPP's experience is second to none in the area of job analysis and competency framework design – whether drafting bespoke organisational frameworks or tailoring OPP's own library. Our experience includes public sector and corporate clients, who share the same appreciation for the psychology-based underpinnings and best practice techniques that we employ.

We use a number of processes to develop competency frameworks, in both one-to-one sessions and focus groups, to ensure outcomes will be just right for your organisation and the target role(s):

- Critical incident techniques
- Visionary interviews with key senior stakeholders
- Reparatory grid and card sort techniques

*"it's about  
pinpointing  
what success  
looks like"*



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## What's next?

Once you've determined the key strengths and capabilities required for the job, you're ready to spot the 'best fit' candidates. OPP can support you in measuring how candidates perform against the competency framework through a variety of psychometric instruments, role-play exercises, interview questions and other assessment tools. The clear and simple "gap analysis-style" output of customised reports, combined with detailed interview guides, helps you support high quality line manager decisions about people.

### **competency** /com-pi-tan-se/ n.

- the quality of having great facility and competence
- the quality of being able to perform
- a quality that permits or facilitates achievement or accomplishment

OPP has proven experience in helping organisations *make great hiring decisions* and *select potential* through providing job analysis and competency design services. If just 'good enough' decisions aren't enough for you, we'd love to talk to you.

[www.opp.eu.com/select](http://www.opp.eu.com/select)

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unlocking potential

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