

Are Your People Ready for What's Next?

How do we put it into practice?

A structured approach to assessing the competencies organizations need today and in the future, helping identify capability gaps, development priorities, and workforce readiness.

How it works

- 01 Define** Identify competencies for critical roles and future needs.
- 02 Assess** Review current capabilities against role requirements.
- 03 Identify gaps** Compare current capability with what is needed.
- 04 Prioritize** Focus development on business priorities.
- 05 Develop** Create targeted development plans and review progress.

What organizations gain

Capability visibility

Understand workforce strengths and capability gaps.

Development priorities

Identify capabilities requiring focused development.

Future readiness

Assess alignment with future organizational needs.

Better talent decisions

Support hiring, upskilling, internal mobility, leadership development, and succession planning.

Source: SHRM Competency Assessment Framework. The framework and underlying methodology belong to SHRM. SIMAT presents this summary for educational and practical reference.

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