



			Competency																											
			<p> p= Good Individual Contributors show Performance in this Competencies w= Most likely weaknesses Contributors who are really good in fp= this competencies are a good choice for further promotion de= Develop Early before Promotion </p>																											
			<p> 1 = Basic 2 = Intermediate 3 = Advanced </p>																											
			<p> Easiest Easier Moderate Harder Hardest </p>																											
			<p> Action Oriented Dealing with Ambiguity Approachability Boss Relationship Business Acumen Career Ambition Caring about direct reports Comfort Around Higher Management Command Skills Compassion Composure Conflict Management Confronting Direct Reports Creativity Customer Focus Timely Decision Making Decision Quality Delegating Developing Direct Reports and Others Directing Others Managing Diversity Ethics and Values Fairness to Direct Reports Functional / Technical Skills Hiring and Staffing Humor Informing Innovation Management Integrity and Trust Intellectual Horsepower Interpersonal Savvy Learning on the Fly Listening Managerial Courage Managing and Measuring Work Motivating Others Negotiating Organizational Agility Organizing Dealing with Paradox Patience Peer Relationship Perseverance Personal Disclosure Personal Learning Perspective Planning Political Savvy Presentation Skills Priority Setting Problem Solving Process Management Drive for Results Self-Development Self-knowledge String up People Standing Alone Strategic Agility Managing through Systems Building effective Teams Technical Learning Time Management Total Work System (e.g. TOM/ISO/Six Sigma) Understanding Others Managing Vision and Purpose Work/Life Balance Written Communication </p>																											
			<p> Individual Contributor Manager Executive </p>																											
Num. Pg.	Time	Module Id	Name																											
1	5	M0001	4 Steps of Competency Development																											
15	120	M0002	5 Step Coaching Process																											
3	40	M0003	Active Listening																											
9	60	M0004	Add Value																											
7	45	M0005	Analyze the Audience																											
4	30	M0006	Commitment																											
9	40	M0007	Communication Non Verbal																											
13	30	M0008	Comradship																											
5	40	M0009	Conscious Manager																											
1	60	M0010	Crest Exercise																											
3	60	M0011	Dealing with Challenges																											
4	30	M0012	Delegation																											
1	10	M0013	Development Feedback																											
9	45	M0014	Dialogue Get, Give, Merge, Elevate																											
7	30	M0015	Effective Group Work																											
7	30	M0016	Elefant knot																											
11	120	M0017	Feedback Performance Review																											
6	30	M0018	Interdependence Continuum																											
10	40	M0019	Leadership Job Characteristics																											
4	30	M0020	Leadership Role																											
92	960	M0021	Meeting Facilitation																											
41	480	M0022	Mentor Skills Workshop																											
41	240	M0023	Metamodel of Language																											
8	40	M0024	Negative Feedback																											
4	45	M0025	Objection Handling																											
5	120	M0026	Personal Brand																											
22	60	M0027	Personality Profiles DISC																											
11	120	M0028	Planning and Requirements																											
3	45	M0029	Planning Engagement																											
10	20	M0030	Presentation Delivery																											
14	60	M0031	Presentation Development																											
11	60	M0032	Presentation Skills																											
4	60	M0033	President for one day																											
9	90	M0034	Productive Dialogue																											
8	40	M0035	Scheduling Work																											
7	30	M0036	Situational Leadership																											
7	40	M0037	Team Development																											
11	30	M0038	Trainer Credibility																											
11	30	M0039	Trainer group facilitation																											
10	30	M0040	Trainer Methods and Media																											
9	20	M0041	Trainer Pre event Planning																											
8	20	M0042	Trainer Effectiveness																											
28	40	M0043	Transactional Analysis																											
8	40	M0044	Trust and Credibility																											
9	60	M0045	Work Breakdown Structure																											
7	30	M0046	Blanchard Model																											
1	20	M0047	Conflict Solving Conversation																											
1	10	M0049	Sustainable Change																											
3	40	M0050	Walt Disney Model																											
1	10	M0051	Reality Loop																											
1	15	M0052	Speed of Trust																											
1	20	M0053	Communication																											
1	20	M0054	SMART - Goal																											
1	20	M0055	Influence																											
1	20	M0056	Facilitation																											
1	10	M0057	Iceberg																											