

## PEAK PERFORMANCE COMPETENCY SYSTEM

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Top-tier organizations share many common characteristics. Among these are a clear vision, mission, goals and, of course, high-performing employees – the *Peak Performers* in an industry. HR Strategic Partners has developed a **ready-to-use dictionary** of over 55 competencies that identify the skills, knowledge, and attributes of peak performers across a wide variety of business endeavors. These competencies include:

**Personal Competencies** such as:

- Active Listening
- Integrity

**Interpersonal Competencies** such as:

- Customer Focus
- Impact & Influence

**Leadership Competencies** such as:

- Coaching & Developing
- Providing Direction

**Business Competencies** such as:

- Maximizing Business Performance
- Organizational/Political Savvy

The Peak Performance competency system provides a solid foundation on which to **build and integrate** human resource systems across the enterprise. **Clear, meaningful definitions** for each competency are combined with **example behaviors** that illustrate how a particular competency is demonstrated in the workplace. In addition, we work closely with our client partners to define and develop the job-specific **technical competencies** that are critical for peak performers in a particular role or function, such as

- Financial Reporting
- Project Management

Our fully-customizable human resource solutions include integrated **competency-based tools** to enhance employee selection, individual development, performance management, and succession planning. These include:

- Competency- Based Structured Interviewing Guide
- Individual Development Worksheets and Plans
- 360°Feedback and related Performance Management Processes
- Succession Plans for Peak Performance

Competency modeling has proven to be an effective tool for maximizing business results by driving the behaviors that are critical for success. Because the **Peak Performance Competency System** is directly aligned with and supports your corporation's strategic goals and initiatives, utilizing this system ensures that all employees are working together to move the company forward in pursuit of **increasing business results**.