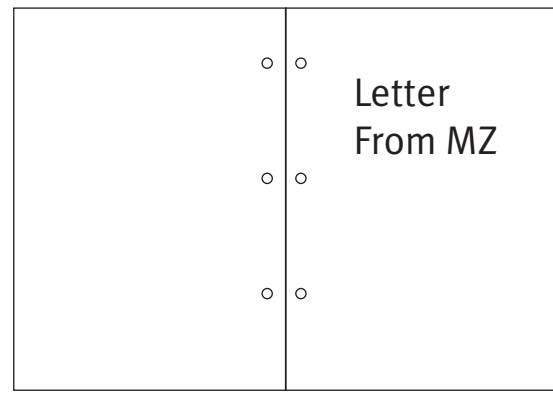
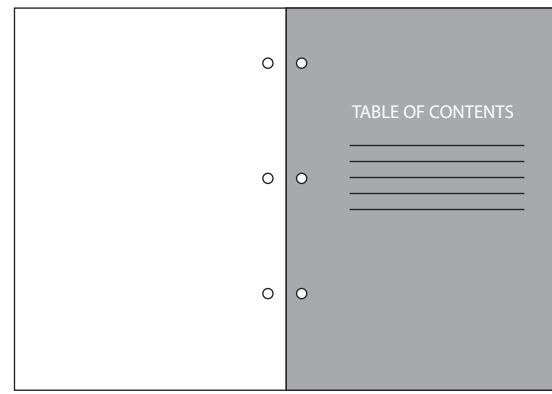




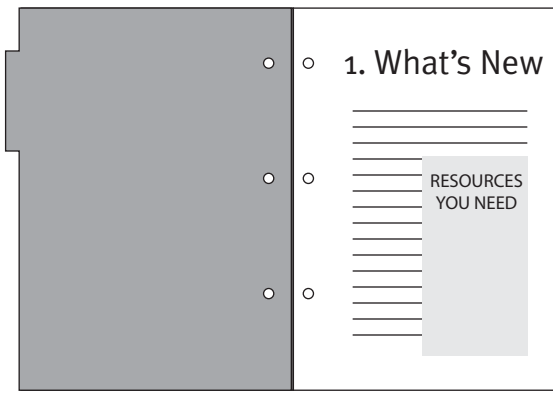
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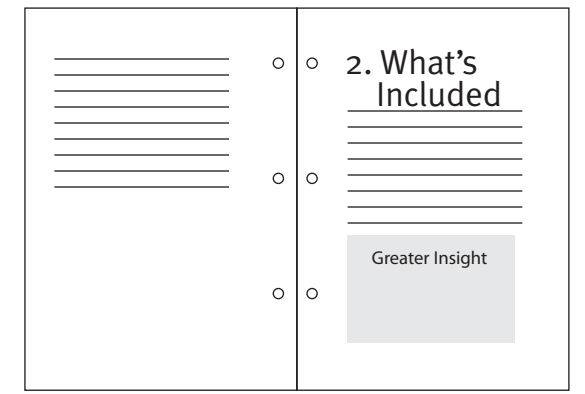
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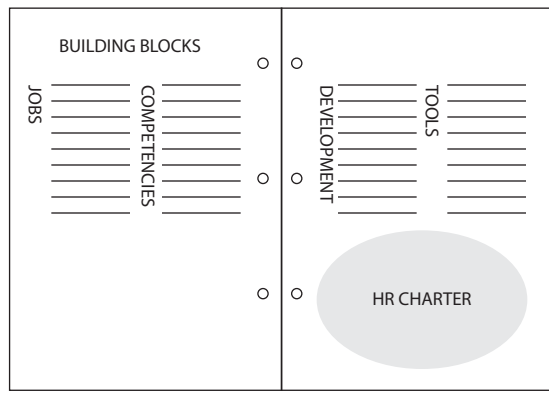
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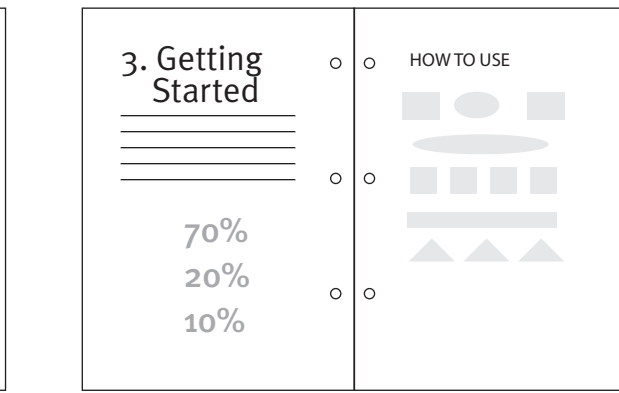
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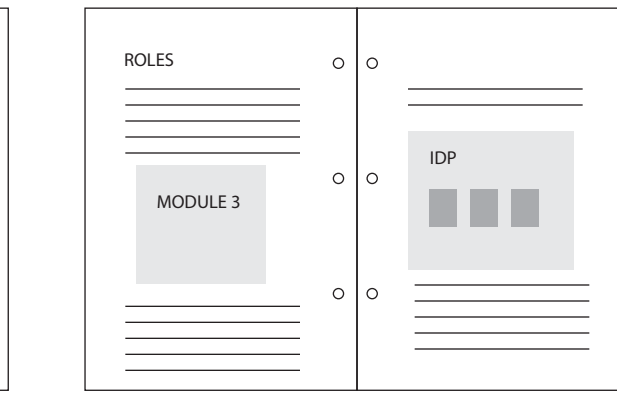
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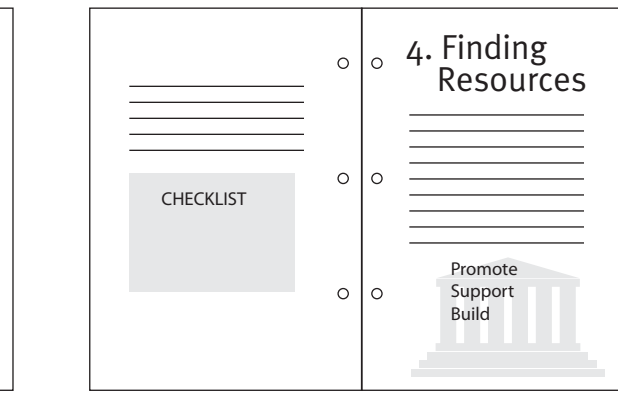
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9



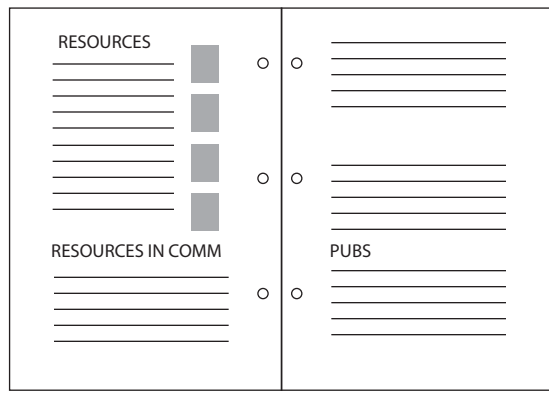
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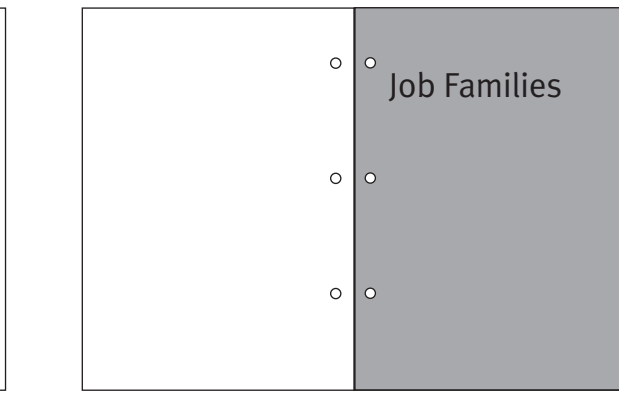
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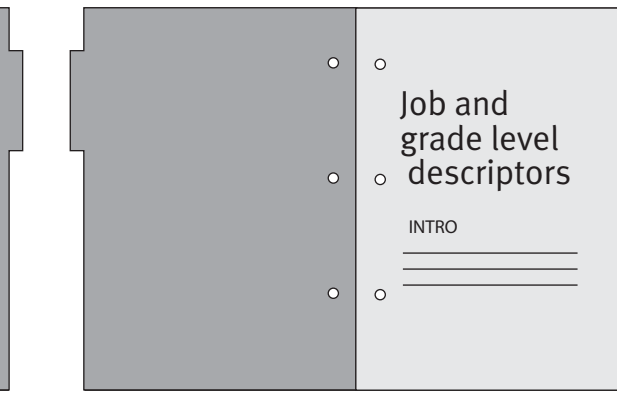
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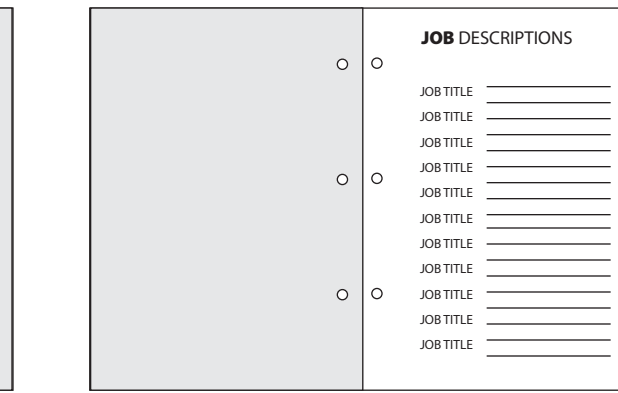
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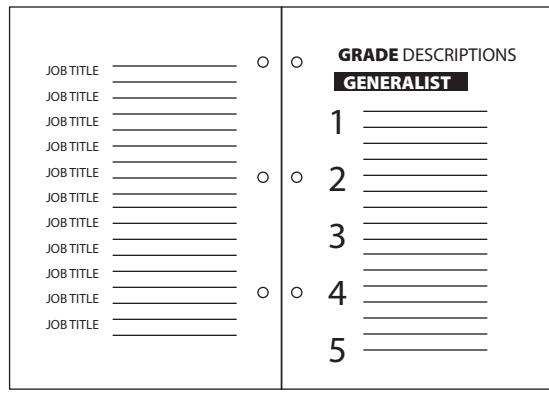
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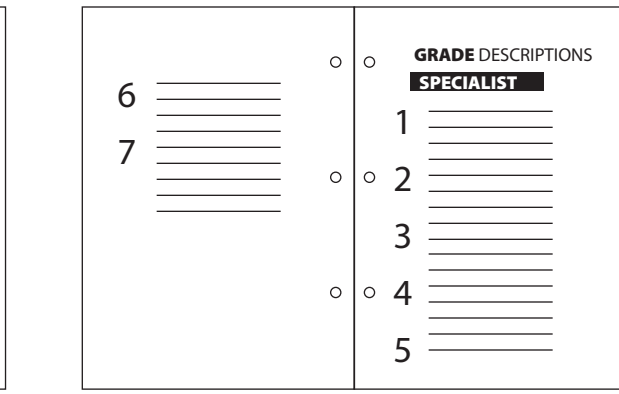
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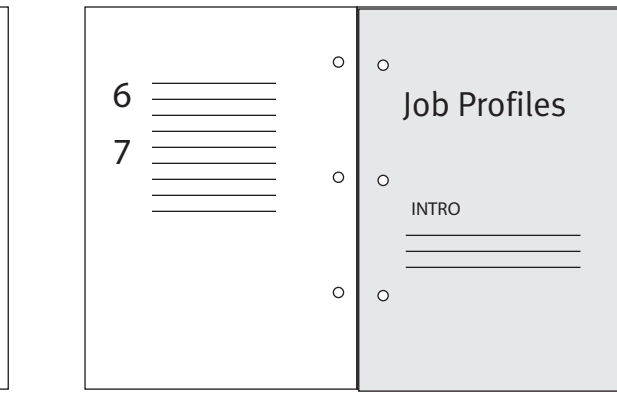
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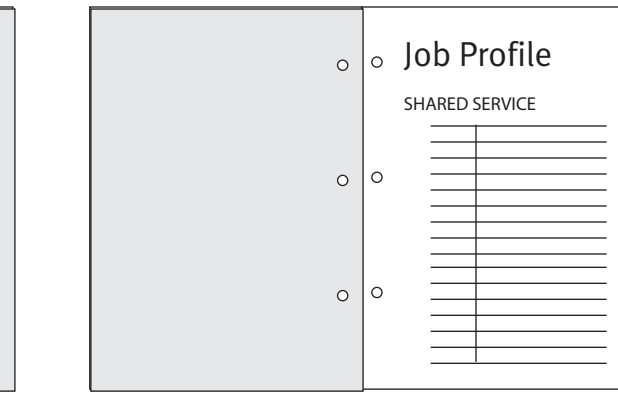
24



27



SUBTAB



31

	○ ○ RESOURCING
	○ ○
	○ ○
	○ ○

32 33

	○ ○ L&D
	○ ○
	○ ○
	○ ○

34 35

	○ ○ PLANNING/STRATEGY
	○ ○
	○ ○
	○ ○

36 37

	○ ○ INTL PRACTICES
	○ ○
	○ ○
	○ ○

38 39

	○ ○ HRIS
	○ ○
	○ ○
	○ ○

40 41

	○ ○ TALENT MANAGEMENT
	○ ○
	○ ○
	○ ○

42 43

	○ ○ DIVERSITY
	○ ○
	○ ○
	○ ○

44 45

	○ ○ GLOBAL COMP
	○ ○
	○ ○
	○ ○

46 47

	○ ○ BENEFITS
	○ ○
	○ ○
	○ ○

48 49

	○ ○ GENERALIST
	○ ○
	○ ○
	○ ○

50 51

	○ ○ Competency dictionary
	○ ○
	○ ○
	○ ○

52 53

	○ ○ Knowledge Competencies
	○ ○ INTRO
	○ ○
	○ ○

54 55

	○ ○ BENEFITS
	○ ○
	○ ○ BIZ INTELL
	○ ○
	○ ○

56 57

CHANGE MAN	○ ○ COMPENSATION
	○ ○
	○ ○
COACHING	○ ○ EXECUTIVE COMPENSATION
	○ ○
	○ ○

58 59

DIVERSITY & INCLUSION	○ ○ GLOBAL PRACTICES
	○ ○
	○ ○
EMPLOYEE RELATIONS	○ ○ HR INFORMATION SYSTEMS
	○ ○
	○ ○

60 61

DATA MANAGEMENT	○ ○ ORG ASSESSMENT, INTERVENTION DESIGN & FACILITATION
	○ ○
	○ ○
LEARNING & DEVELOPMENT	○ ○ ORGANIZATIONAL DESIGN
	○ ○
	○ ○

62 63

<p>PROGRAM DESIGN, DELIVERY, AND EVALUATION</p> <p>PERFORMANCE MANAGEMENT</p>	<p>POLICIES AND PRACTICES</p> <p>PROJECT MANAGEMENT</p>
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64

65

<p>TALENT ACQUISITION</p> <p>TALENT MANAGEMENT</p>	<p>VENDOR MANAGEMENT</p>
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66

67

	<p>Behaviors</p> <p>INTRO</p>
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68

SUB TAB

69

	<p>ANALYTICAL THINKING</p> <p>COLLABORATION</p>
--	---

70

71

<p>DEALING WITH AMBIGUITY</p> <p>INFLUENCING</p>	<p>LEARNING AGILITY</p> <p>ORGANIZATIONALLY ASTUTE</p>
--	--

72

73

	<p>Leadership Competencies</p> <p>INTRO</p>
--	---

74

SUB TAB

75

	<p>BUILDS TRUSTED RELATIONSHIPS</p> <p>CREATES EFFECTIVE TEAMS</p>
--	--

76

77

<p>DELIVERS HIGH PERFORMANCE</p> <p>DEMONSTRATES COURAGE</p>	<p>DEVELOPS TALENT</p> <p>DRIVES CONTINUOUS IMPROVEMENT</p>
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78

79

<p>INSPIRES INNOVATION</p> <p>MAKES QUALITY DECISIONS</p>	<p>THINKS STRATEGICALLY</p>
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80

81

	<p>Tools/ Worksheets</p>
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82

TAB

83

	<p>Competency Assessment Tool</p> <p>INTRO</p>
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84

SUB TAB

85

	<p>SHARED SERVICES</p>
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86

87

	<p>RESOURCING</p>
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88

89

	<p>L&D</p>
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90

91

	<p>PLANNING/STRATEGY</p>
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92

93

	<p>INTL PRACTICES</p>
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94

95

○ ○	HRIS
○ ○	_____
○ ○	_____
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○ ○	_____
○ ○	_____
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○ ○	_____
○ ○	_____

96 97

○ ○	TALENT MANAGEMENT
○ ○	_____
○ ○	_____
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○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____

98 99

○ ○	DIVERSITY
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
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○ ○	_____
○ ○	_____

100 101

○ ○	GLOBAL COMP
○ ○	_____
○ ○	_____
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○ ○	_____
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○ ○	_____

102 103

○ ○	BENEFITS
○ ○	_____
○ ○	_____
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○ ○	_____
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○ ○	_____

104 105

○ ○	GENERALIST
○ ○	_____
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○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____

106 107

○ ○	Professional Development
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____

108 109

○ ○	Knowledge Competencies
○ ○	INTRO
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____
○ ○	_____

110 111

○ ○	BENEFITS
○ ○	70%
○ ○	20%
○ ○	10%

112 113

○ ○	BIZ INTELL	○ ○	CHANGE MAN
○ ○	70%	○ ○	70%
○ ○	20%	○ ○	20%
○ ○	10%	○ ○	10%

114 115

○ ○	COACHING	○ ○	COMPENSATION
○ ○	70%	○ ○	70%
○ ○	20%	○ ○	20%
○ ○	10%	○ ○	10%

116 117

○ ○	EXECUTIVE COMPENSATION	○ ○	DIVERSITY & INCLUSION
○ ○	70%	○ ○	70%
○ ○	20%	○ ○	20%
○ ○	10%	○ ○	10%

118 119

○ ○	EMPLOYEE RELATIONS	○ ○	GLOBAL PRACTICES
○ ○	70%	○ ○	70%
○ ○	20%	○ ○	20%
○ ○	10%	○ ○	10%

120 121

○ ○	HR INFORMATION SYSTEMS	○ ○	DATA MANAGEMENT
○ ○	70%	○ ○	70%
○ ○	20%	○ ○	20%
○ ○	10%	○ ○	10%

122 123

○ ○	LEARNING & DEVELOPMENT	○ ○	ORG ASSESSMENT, INTERVENTION DESIGN & FACILITATION
○ ○	70%	○ ○	70%
○ ○	20%	○ ○	20%
○ ○	10%	○ ○	10%

124 125

○ ○	ORGANIZATIONAL DESIGN	○ ○	PROGRAM DESIGN, DELIVERY AND EVALUATION
○ ○	70%	○ ○	70%
○ ○	20%	○ ○	20%
○ ○	10%	○ ○	10%

126 127



PERFORMANCE MANAGEMENT	POLICIES AND PRACTICES
70%	70%
20%	20%
10%	10%

128 129

PROJECT MANAGEMENT	TALENT ACQUISITION
70%	70%
20%	20%
10%	10%

130 131

TALENT MANAGEMENT	VENDOR MANAGEMENT
70%	70%
20%	20%
10%	10%

132 133

	Behavioral Differentiators
	INTRO
	=====
	=====

134 SUB TAB 135

	ANALYTICAL THINKING
	70%
	20%
	10%

136 137

COLLABORATION	DEALING WITH AMBIGUITY
70%	70%
20%	20%
10%	10%

138 139

INFLUENCING	LEARNING AGILITY
70%	70%
20%	20%
10%	10%

140 141

ORGANIZATIONALLY ASTUTE	Leadership Competencies
70%	INTRO
20%	=====
10%	=====

142 SUB TAB 143

	BUILDS TRUSTED RELATIONSHIPS
	70%
	20%
	10%

144 145

CREATES EFFECTIVE TEAMS	DELIVERS HIGH PERFORMANCE
70%	70%
20%	20%
10%	10%

146 147

DEMONSTRATES COURAGE	DEVELOPS TALENT
70%	70%
20%	20%
10%	10%

148 149

DRIVES CONTINUOUS IMPROVEMENT	INSPIRES INNOVATION
70%	70%
20%	20%
10%	10%

150 151

MAKES QUALITY DECISIONS	THINKS STRATEGICALLY
70%	70%
20%	20%
10%	10%

152 153

	My Plan
--	---------

122 TAB 154

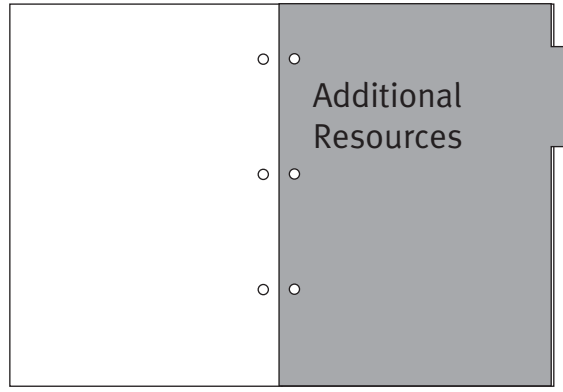
	INTRO
	=====
	=====
	=====
	=====

155 156

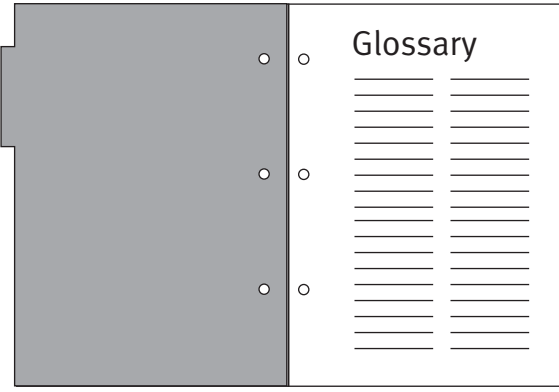
WHERE I AM	WHERE I WANT TO BE
------------	--------------------

157 158

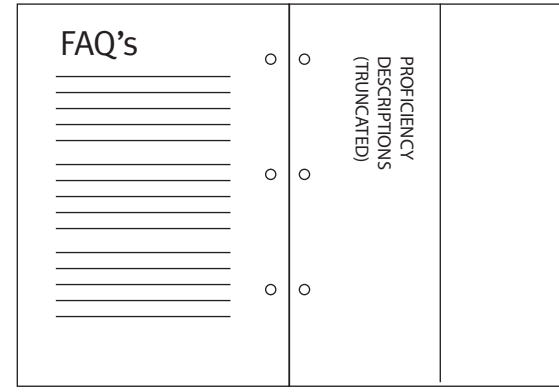




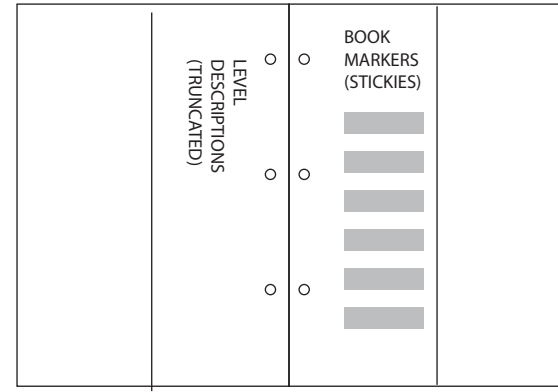
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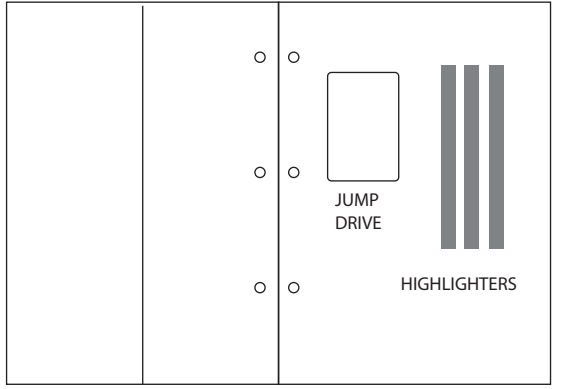
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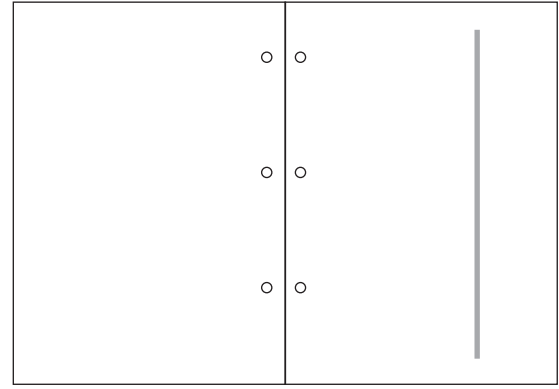
132 HALF PAGE 133



134 HALF PAGE HALF PAGE 135



136 137



138 ZIP POLY BAG 139



BACK COVER