Lexonis

Digital Brochure

Lexonis
TalentScape

Competency Assessment
Made Simple

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Lexonis TalentScape
at a glance

Competency assessment
tools and applications

Competency Assessments

Competency Profile Reports

Career Development Planning

Development Objectives

Personal Development Plans

Gap and Capability Analysis

Job Candidate Matching

Content Management Tools

Data Integration API

Assess Competencies

Quickly capture competency assessments for job requirements or career development and provide supporting evidence.

Capture Feedback and Validate

Capture assessments and feedback from peers and enable team or line managers to validate assessments.
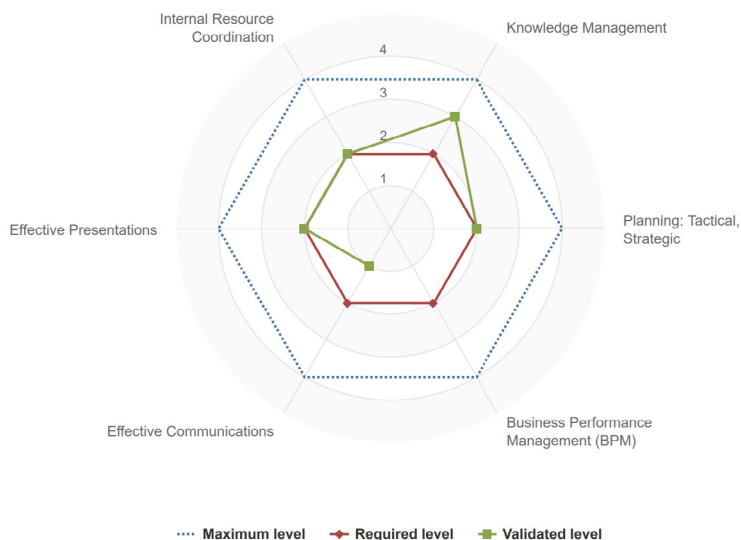
View Competency Profiles

Foundational Competencies

Competency Framework

Business, Individual, Management and Leadership competencies for general functions in the organisation.

Competency Analysis for Carolyn Cherry

···· Maximum level   ◆ Required level   ■ Validated level

View and download employee competency profile reports that identify job competency gaps and development needs.

Business Competencies

Category

Business Competencies	0	1	2	3	4
Operational Functions			★		
Business Process Design				★	★
Business Case Justification				★	
Knowledge Management			☐	★	★
Planning: Tactical, Strategic			★		

Operational Functions

Competency

Knowledge of major functional processes and associated operating requirements; ability to apply this knowledge appropriately to diverse situations.

★ **Your assessment - 2. Working Experience**   *Validated by Judy Turner on 4 October 2019)*

Behaviors

- Carries out responsibilities that contribute to role of own department within the organization.
- Seeks guidance when assigned goals conflict with departmental goals or overall strategy.
- Assesses situations based on awareness of the goals and operating issues of own department.
- Works to resolve obstacles related to goals of own department.
- Documents regulatory and reporting requirements.

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Identify Career Development Opportunities

Job Matches

Job Matches are based on job role competencies which are the same as competencies which you have assessed and your manager has validated.

Current job roles

| Learning Specialist | 78% |

Job role matches

Learning Analyst	44%
Learning Center Manager	36%
Human Resources Business Partner	33%
Recruiter	25%
Tax Attorney, Junior	25%

Browse jobs with career development potential and identify competencies for development.

Current job role

👤 Learning Specialist (TR-4LEA)

Designs, implements and evaluates an organization's learning courses and programs.

Match   67%

Confidence   78%

🗸 Show competencies

Target job role(s)

Learning Center Manager (HR09200375)   ⊖

Manages all operational activities within the organization's learning center to ensure the effective execution of learning programs.

Match   9%

Confidence   36%

🛦 Show competencies

Foundational Competencies

Business Competencies	0	1	2	3	4
Knowledge of Organization				☐	
Knowledge Management				★	★
Planning: Tactical, Strategic			★	☐	
Effectiveness Measurement				☐	

View Learning Resources

Learning Specialist TR-4LEA

Job Description

Designs, implements and evaluates an organization's learning courses and programs.

| Description | **Responsibilities** |

Required level priority: ☐ Low ☐ Normal ☐ High

Business Competencies	0	1	2	3	4	All
Knowledge Management			☐			12
Planning: Tactical, Strategic			☐			12
Business Performance Management (BPM)			☐			6

Individual Competencies	0	1	2	3	4	All
Effective Communications			☐			14
Effective Presentations			☐			12

Management Competencies	0	1	2	3	4	All
Internal Resource Coordination			☐			5

Technical - Administration	0	1	2	3	4	All
Presentation Software				☐		7

Technical - Human Resources	0	1	2	3	4	All
HR: Policies, S						
Talent Manageme						

Activities On and Off the Job

On and off the job activities that reinforce learning

Attend Internal Presentations, Briefings

Find opportunities to listen and to learn about what is going on in your area and other units.

★★★☆☆

Lunch with an Associate

The people you work with can be a great resource. Many enjoy the opportunity to share knowledge and will gladly offer you time - perhaps over lunch. Be clear on what you want to learn and let your teacher know ahead of time.

★★★★☆

Solicit Advice from Others

Find opportunities to consult with other individuals such as managers, peers, subject matter experts, etc. Ask for advice in areas of their expertise. Try out their suggestions and test if they increase your performance and productivity.

★★★★☆

Practice Estimating (Home/Office Tasks)

Start with smaller tasks (1-2 hours). Write the estimate down; at completion, check estimate vs. actual and learn from that experience. Continue with longer projects, estimating and monitoring actual work effort and elapsed time.

Participate in Planning an Event or a Project

Practice makes perfect; ask to play an active or leading role in planning a project or event.

View how many learning assets are mapped to each competency and their links and descriptions, and check ratings from other employees.

Build Personal Development Plans

Set development objectives to close competency gaps, add learning activities to build a personal development plan.

Analyze Workforce Capability

Foundational Competencies	Functional Competencies

Foundational Competencies

Business Competencies	0	1	2	3	4
Knowledge of Organization		24	45	40	13
Operational Functions		5	23	12	7
Products and Services		15	20	18	7
Service Excellence		9	27	30	12
Business Markets		8	13	15	6
E-Business					
Global Perspective		5	9	12	2

Matched Users   ✕

🔲 **Audit and Compliance** (Gavin Avery)

👤 Emily Randall emily.randall@example.com
Chief Governance Officer
                                                    Count: 1

🔲 **Executive** (Yvonne King)

👤 Jane Avery jane.avery@example.com
Strategy Director
                                                    Count: 1

↗ Export

Analyze organizational capability, filter views and drill down to see individual competencies.

Identify Competency Gaps

Individual Competencies	0	1	2	3	4
Active Learning		1			
Interpersonal Relationships					
Flexibility and Adaptability					
Conflict Management					
Consulting					
Problem Solving					
Oral Communications					
Effective Communications					
Communicating Complex Concepts					
Effective Presentations					
Coaching Others					
Listening					
Decision Making and Critical Thinking					

Users with gaps   ✕

🔲 **Administration** (Donna Cameron)

👤 Adam Knox adam.knox@example.com
Document Imaging Supervisor [High] 1 **2** 3 4
👤 Nicola Dowd nicola.dowd@example.com
Document Imaging Operator [High] 1 **2** 3 4

🔲 **Customer Support** (Dan Terry)

👤 Samantha Mills samantha.mills@example.com
Product Support Specialist [High] 1 **2** 3 4

🔲 **Finance and Accounting** (Diana Parr)

👤 Maria Newman maria.newman@example.com
Accounting Manager [High] 1 2 **3** 4

🔲 **Legal Services** (Benjamin Mathis)

👤 Frank Martin frank.martin@example.com
Associate General Counsel [High] 1 2 **3** 4

↗ Export

Identify the largest and highest priority competency gaps to determine organizational or team development needs.

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Find Job Candidates

Job Role:

Chief Learning Officer (TR-2CLO)

Job Band: Senior Management
Job Focus: Management and Business

Filter Classifications:

× Executive Management

Matched Users

Alan Baker alan.baker@example.com

Job role:	Top Organizational Development Executive	Match	47%
Member of:	Learning and Development (Judy Turner)	Confidence	82%

⌄ Show competencies

Jack Allan jack.allan@example.com

Job role:	Top Labor Relations Executive	Match	41%
Member of:	Human Resources (Ava Ross)	Confidence	53%

⌄ Show competencies

Foundational Competencies

Business Competencies	0	1	2	3	4
Business Acumen				★	
Knowledge Management				★	☐
Planning: Tactical, Strategic			★		☐

Individual Competencies	0	1	2	3	4
Consulting				★	
Effective Communications				☐	★
Decision Making and Critical Thinking				★	☐

Leadership Competencies	0	1	2	3	4
Accountability				★	☐
Alignment					☐
Innovation				☐	★
Resource Management				☐	★
Strategic Thinking				☐	
Visioning				☐	★

Use existing job role profiles or model new ones and identify employees with the closest matching competencies for internal recruitment.

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Find Subject Matter Experts

Foundational Competencies

Find competency: [   ]

All competencies

Business Competencies	0	1	2	3	4
Knowledge of Organization		122	98	53	13
Operational Functions		47	42	19	7
Products and Services					
Service Excellence					
Business Markets					
Global Perspective					
Business Acumen					
Business Orientation					
Core Application Systems					
Industry Knowledge					
Organizational Governance		34	32	21	6

4. Subject matter depth and breadth

- Consults with and advises all major functions.
- Leads evaluations of organization's operating functions versus those of the industry.
- Coaches others to consider all major operational functions and cross-functional issues.
- Educates others in operational strategies and the support needed for them.
- Monitors industry trends, key players, and major competitors; develops strategies accordingly.
- Leads discussions on the evolution and impact of technology, present and future.

Matched users

Operational Functions: 4. Subject matter depth and breadth ✖

[Clear filter]

Service Excellence: 4. Subject matter depth and breadth ✖

Users with selected competency levels or higher: 2

▣ **Administration** (Donna Cameron)

👤 Emily Mackay emily.mackay@example.com
Executive Assistant
[Contract Type: Contractor] [Location: Paris]

👤 Stewart Sutherland stewart.sutherland@example.com
Data Entry Supervisor
[Contract Type: Permanent Employee] [Location: Madrid]

↗ Export

Identify employees with specific sets of competencies and levels of expertise for assignment on projects or mentoring others.

Why Lexonis TalentScape?

✓ Ongoing software innovation and development by competency specialists

✓ Flexible product platform for development of new interfaces and tools

✓ Responsive design, scales from mobile to desktop device dynamically

✓ Multiple option import, export and integration technology support

✓ Supports discretionary use of IBM content updates

✓ Interface and content multi-language capability

✓ Hosted on Microsoft Azure Cloud

✓ ISO 27001: 2013 Certified

IBM
Registered
Business Partner ™
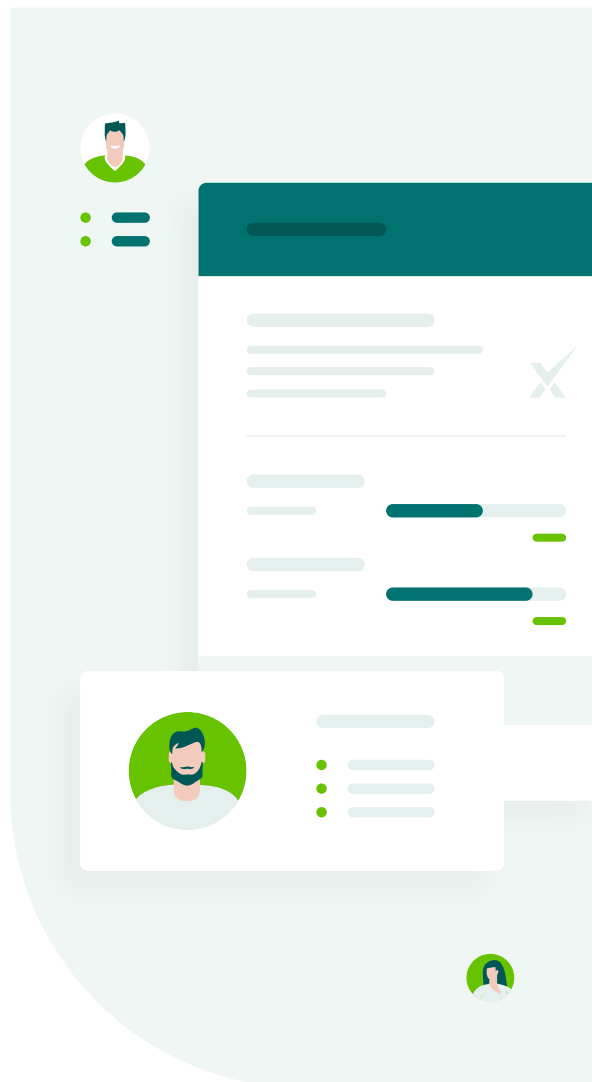
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