



Realizing Possibilities Through Impactful Talent Solutions

Competency Profiling

Select, Develop and Plan with Confidence

CMP provides the most efficient and targeted approach to profiling a role. Identifying the core competencies or predictors of success in a role is a centerpiece of talent selection, development and succession planning. CMP relies on decades of experience and the most contemporary approaches to identify and prioritize the capabilities needed to be successful in a role.

A common element to our approach is the use of the ExecuSmart Success Profile™. The Success Profile represents a scientifically valid and reliable way to identify the critical competencies for successful performance in a particular role – and a road map for filling that role with the right person. With the online Success Profile, you efficiently isolate the true predictors of success in a role without over-burdening the organization with extensive interviews or focus groups. This enables you to select, place, and develop talent to meet today's needs, and prepare to address tomorrow's human capital challenges with confidence.



Quickly Build Competency Models. The Success Profile is comprised of 74 competencies empirically proven to predict success. With the Success Profile, you can remove the subjective and political aspects of competency development and replace them with a reliable data-based solution that can be completed in as little as one day. This level of performance provides you with the flexibility to quickly and accurately build competency models across all key roles in your organization, and ensure reliability throughout each phase of the talent life cycle.

Ease of Use. The Success Profile can be hosted externally and accessed with a password, or set up internally within the organization. The process is highly efficient. You get concise and actionable results that can be readily scaled across the organization.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or [request more info](#).