



Hann Competency Assessment

Hann's Competency Assessment (CA)

“Do they have the leadership competencies to drive the company's business, people & process?”

Hann's Leadership Map will be used to prioritize **3 most relevant leadership outcomes** that are required of a specific job position to meet your organisation's goals & mission. These competencies are selected based on best-match to your leadership competencies clusters (if applicable).

Leaders can perform different level of roles regardless of position title & rank. *Example:* A Director of a business unit who needs to monitor and guide his team to ensure delivery of projects would be assessed on the competencies listed under “Managing”.

Different streams of competencies are required to manage different performance dimensions

Business Competency to manage Financial and Customers' Expectations.

People Competency to manage Talents.

Process Competency to manage Processes.

Categories Of Competencies	Roles	SUPPORTING Individuals with supporting roles who mainly execute plan or complete tasks given.	MANAGING Individuals who are expected to lead the execution of changes and marshal appropriate resources	DIRECTING Individuals who create changes, introduce and direct new ideas, form alliances and solicit resources.
BUSINESS COMPETENCY Needed for execution of business values, approaches, directions, strategies and purposes.		Customer Focus	Innovation Management	Managing Vision & Purpose
PEOPLE COMPETENCY Deal with getting things accomplished through people (relating and problem solving).		Informing / Command Skills	Building Effective Teams	Managing Talents
PROCESS COMPETENCY Enable an individual to be on top of things, understand project status, work progression and effectiveness of tasks being carried out.		Execution	Managing & Measuring Work	Change Management

Horizontally, the leadership competencies are spread across different levels of roles. The degree of difficulties of each category of competencies increases progressively as the level of roles increases.

Hann's approach to Competency Assessment



Business-friendly

Our *micro activities* are *portable* to allow mix-and-match assessments. This offers *flexibility* & requires *minimal resources*. Large panel of assessors are not required.

Auditable outcome

Participants' performance in each competency is auditable via written evidences.

Equal opportunities

Participants are brought to *one common platform* to eliminate biases of their background, behavioural profiles & familiarity with a scenario.

Stretched ability

"Not bad" is not good enough. Participants need to break familiarity, think on feet, manage ambiguity & learn on the fly.

Results-orientated













Participants are aided with tips, skilled indicators, references & opportunities to undo mistakes. Like in the real workplace, participants need to *maximize & leverage* on these resources to produce results within certain limitations.






Total Competencies: 3 selected Assessment Duration: 3 hours

CA Definition & Sample Report

	Leadership Competencies	What it is	What it is NOT
Business	Customer Focus	<ul style="list-style-type: none"> Addressing organisational issues that affect customers. 	<ul style="list-style-type: none"> Friendliness of customer interfacing and propaganda in putting customer first.
	Innovation Management	<ul style="list-style-type: none"> Translating an idea into reality. 	<ul style="list-style-type: none"> Abstract creativity and brainstorming methods.
	Managing Vision & Purpose	<ul style="list-style-type: none"> Articulating a roadmap that shows what it takes for people to move forward. 	<ul style="list-style-type: none"> Coming up with vision/mission statements and setting an aspiration.
People	Informing & Command Skills	<ul style="list-style-type: none"> Making a clear call for immediate action. 	<ul style="list-style-type: none"> Flair, language proficiency and dissemination skills.
	Building Effective Teams	<ul style="list-style-type: none"> Sizing up what makes a team work in achieving a mission. 	<ul style="list-style-type: none"> Influencing and motivating people with good leadership or coaching skills.
	Managing Talents	<ul style="list-style-type: none"> Aligning talent needs to business strategy. 	<ul style="list-style-type: none"> Manpower planning, recruitment, performance management and identification of performers.
Process	Execution	<ul style="list-style-type: none"> Owning & taking the right steps to achieving results. 	<ul style="list-style-type: none"> Being aggressive or careful in following instructions.
	Managing & Measuring Work	<ul style="list-style-type: none"> Breaking a task into practical process steps that can be monitored by specific indicators. 	<ul style="list-style-type: none"> Setting KPI or SMART goals and delegating/segregating responsibilities.
	Change Management	<ul style="list-style-type: none"> Selling the required change & proactively managing relevant risks. 	<ul style="list-style-type: none"> Explaining and describing the change itself.

Name	Ryan Mathews	Designation	Chief Operation Officer
Date Assessed	7 July 2019	Company	SAT Global

Competency	Sub-skills	Sub-skills Rating	Competency Rating
Managing Vision & Purpose	1 Analyze issues/ factors affecting customers' needs.	Skilled  Unskilled	
	2 Provide practical solutions to customers by demonstrating sound understanding of customers' needs.	Skilled  Unskilled	
	3 Articulate vision by creating a simple message that engages people.	Skilled  Unskilled	
Informing & Command Skills	1 Communicate appropriate amount of information (including references & attachments).	Skilled  Unskilled	
	2 Simplify and emphasize to help others remember the information easily (including use of charts, tables & drawings).	Skilled  Unskilled	
	3 Manage possible areas of doubt, uncertainty, rejection or confusion.	Skilled  Unskilled	
Building Effective Teams	1 Focus the team by creating a common cause or a shared mindset among the team members.	Skilled  Unskilled	
	2 Strategize to capitalize on the strengths and limitations of the team.	Skilled  Unskilled	
	3 Determine what and how to measure the effectiveness of an established series of actions.	Skilled  Unskilled	

Icons:									
	Unskilled		There are more unskilled indicators		Inconsistent		There are more skilled indicators		Skilled

bringing life to business

Hann Consulting (Asia) Sdn Bhd

Lot 237, 2nd Floor, The Curve, Mutiara Damansara

47800 Petaling Jaya, Selangor, Malaysia

Tel: +603-7710 9266

Fax: +603-7710 5266

Email: contact@hannasia.com

Web: www.hannasia.com