



Borboa & Partners

Professional Development Processes

Developing Competence for Current & Future Jobs

Professional Development Processes enhance individual effectiveness through the assessment and development of key competencies *on the job*. Participating in such processes train people in *managerial and individual-contributor jobs* and their managers to evaluate competency strengths and weaknesses; to formulate individual competency - development plans, and then to implement those plans. The result is increased individual and organizational productivity.

Benefits

By implementing a competency based Professional Development Process for contributing people, an organization:

- Clarifies performance standards for current and future jobs
- Increases the productivity of individuals in current jobs
- Accelerates the development of individuals for future jobs

In most organizations, the development of an individual's critical job-specific competencies occurs on the job. The greatest lever in this process is the interaction between the individual and the manager. People develop faster with managers who:

- Model the critical competencies in their behavior
- Provide challenging developmental assignments
- Provide continuing performance feedback and coaching

Professional Development Processes provide managers and the people they manage with the tools and techniques to optimize their interaction and thus achieve high levels of productivity.

Components

A professional Development Process has 5 steps:

- A competency model that is designed for each target job
- Assessment tools and techniques that are tailored to each client organization
- Training programs for the target job holders and their managers
- Professional development meetings between each target job holder and the manager, which results in a developmental action plan
- Resource guides, which recommend specific assignments and actions for developing competencies

Unique Advantages

- Professional Development Processes require minimal time off the job. They are among the most cost-effective system of productivity improvement.
- These processes are job specific and performance based, focusing on competencies that produce superior results.
- Professional Development Processes have lasting impact.

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Motivation for Performance Improvement

Increasing Managerial Effectiveness

Motivation for Performance Improvement is an empirically based process designed to increase the effectiveness of middle and upper management. Participants identify their managerial styles and competencies, and an introduction to the factors that affect organizational performance, they develop their ability to encourage excellence and thereby increase productivity.

Benefits

Motivation for Performance Improvement increases the productivity of departments, plants, divisions, or entire companies. It does it through:

- Identification of the participant's highest priority organizational problems
- Development in participants of various managerial styles, for use in various situations
- Development in participants of ways to increase the use of employees' talents
- Improved communication on goals, standards and feedback

Participants obtain objective assessments of their individual motives, competencies, managerial style, and organizational climate. Using this information they identify their managerial and/or organizational issues and develop an appropriate plan for improvement.

Components

Research based upon the areas of motivation, organizational climate, and the behavior of managers who get results. These three factors have proven to predict financial success.

We employ questionnaires, readings, applied exercises, films and case discussions assuring participants a practical and theoretical grasp of the management development factors. The outcome is detailed plans for individual improvement in their managerial behavior, job-person matching, and organizational development.

Unique Advantages

Motivation for Performance Improvement is based on outcome research that has identified the distinguishing behavior of outstanding managers: the behavior that makes the difference for success.

Motivation for Performance Improvement provides participants with comprehensive assessments regarding their motives, competencies, managerial style, and organizational climate.

Motivation for Performance Improvement provides an integrated diagnosis allowing participants to identify key areas on which to focus in order to improve organizational performance.

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