Competency Model

Facilitator	Team Development	Leadership Development	Human Performance Technologist
Communicate effectively; confirms what is said to ensure understanding	Build relationships with the team by demonstrating respect for each person's character and capabilities	Enable and empower teams to become self-reliant, responsible and able to manage their own performance	Create an environment conducive to learning and skill development
Analyze environment and build upon employees' ideas	Shares visibility with other team members to build their confidence and skill base	Nurture commitment to a common vision and shared values	Encourage others to think beyond current organizational needs by focusing on the future and not the present state
Value teamwork; consider how everyone fits into the whole picture	Create strong morale and spirit within the team	Communicate the "big picture" with a sense of excitement	Pool the talents and skills of a number of employees through the use of teams
Foster an environment of trust and respect	Involve team in formulating strategic objectives and designing means of achieving them	Align actions with strategic objectives	Utilize enabling technologies to develop and strengthen business acumen