

## Establishing a New Competency Management Methodology

An Indonesian National Oil Company (NOC) had acquired a business unit from an International Oil Company and the transition was completed in January 2018. With the transition, the NOC had planned to evolve and implement its own Competency Management System.

PetroEdge was engaged to provide a customised workshop for the department heads to refresh themselves on the underpinning knowledge related to Competency Management and chart the way forward for the NOC.

The participants achieved the following learning outcomes:

- Identified the issues and concerns in the existing Competency Management system
- Explored the concept of competencies and the relationship between competency management and capability development
- Developed the process of competency profiling and steps needed to implement competency assurance in the corporation
- Developed a competency assessment process using tools and methodologies
- Examined a competency management case study to learn how competency assessment reports can be packaged and communicated to create positive impact
- Proposed action plans for the corporation to establish and implement its own Competency Management System

