

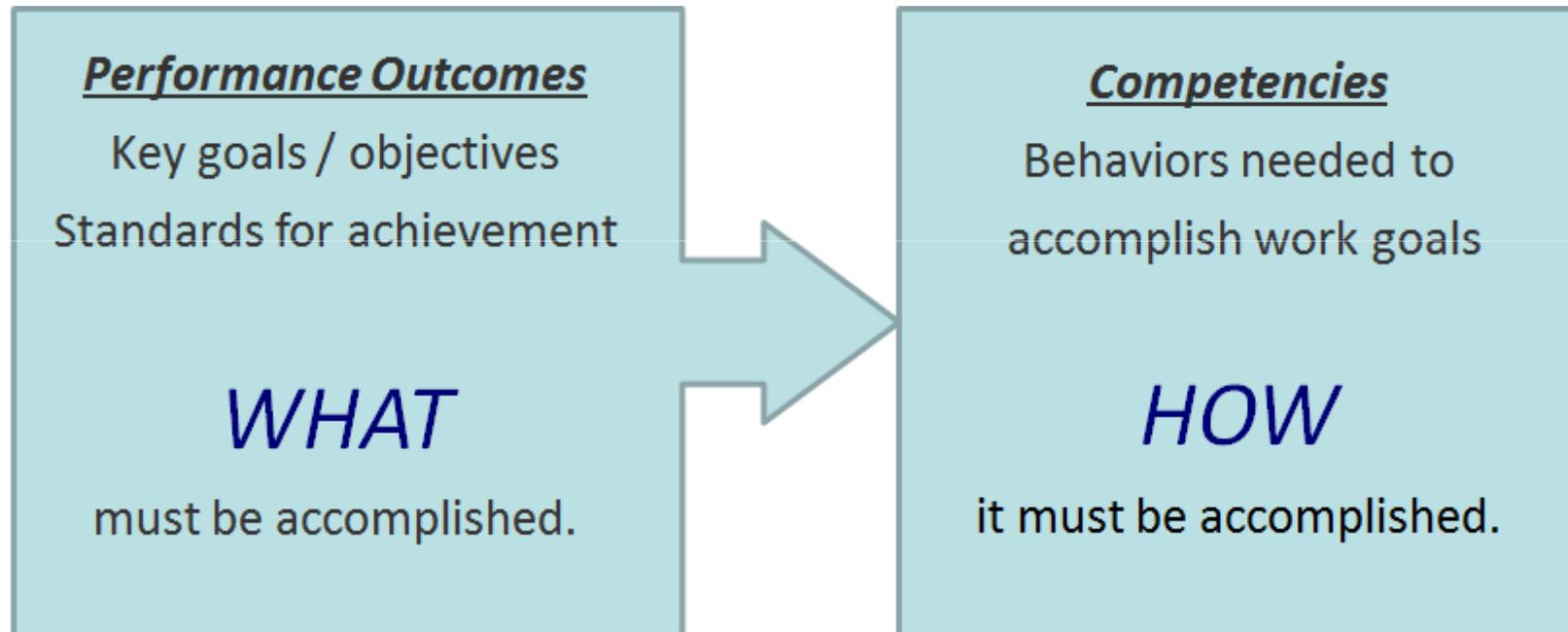


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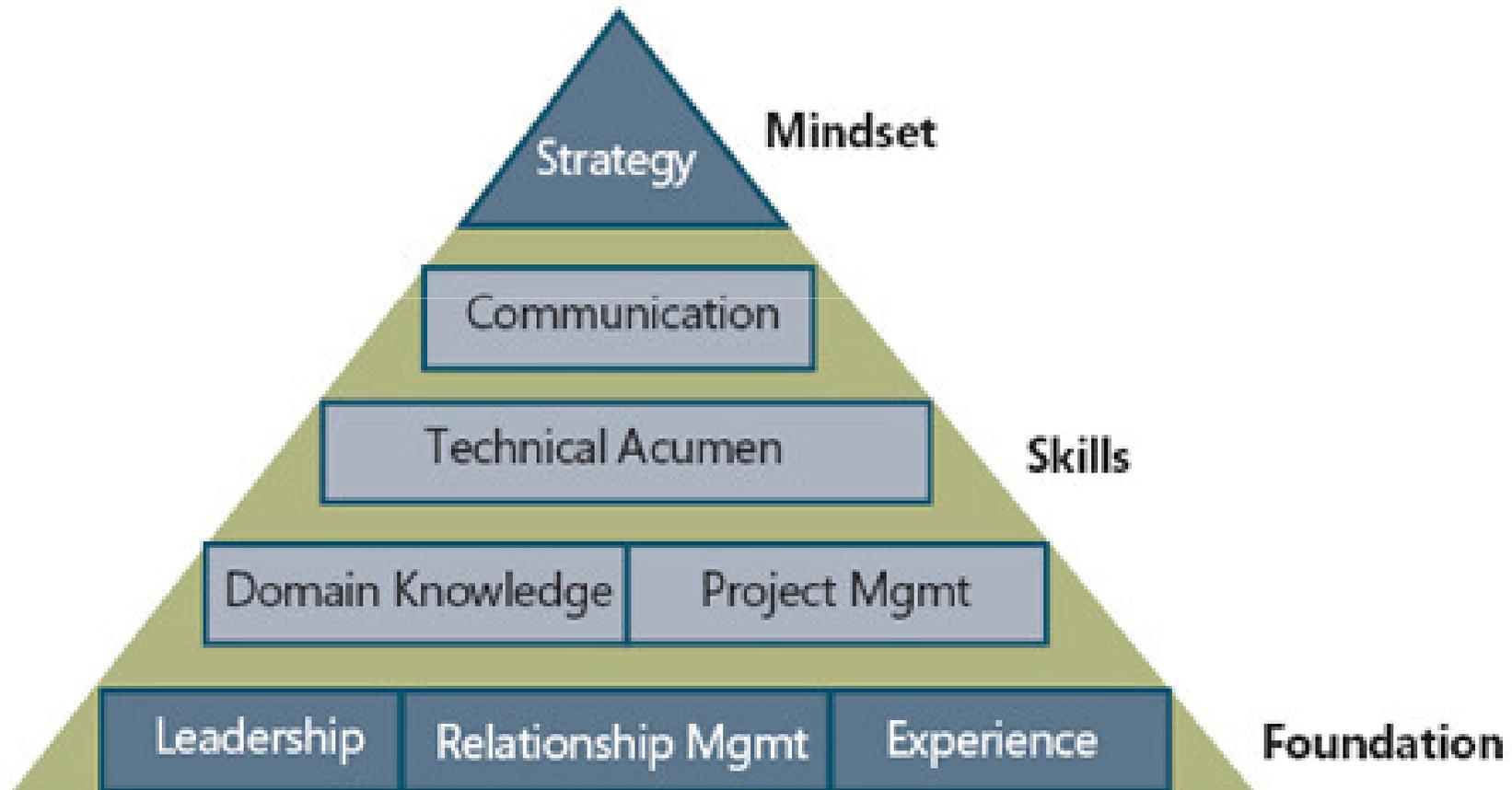
# The Competency Based Management

**Autor: Lejla Softić, dipl.oec.**  
Konsultant za poslovni razvoj

# The Competency Based Management



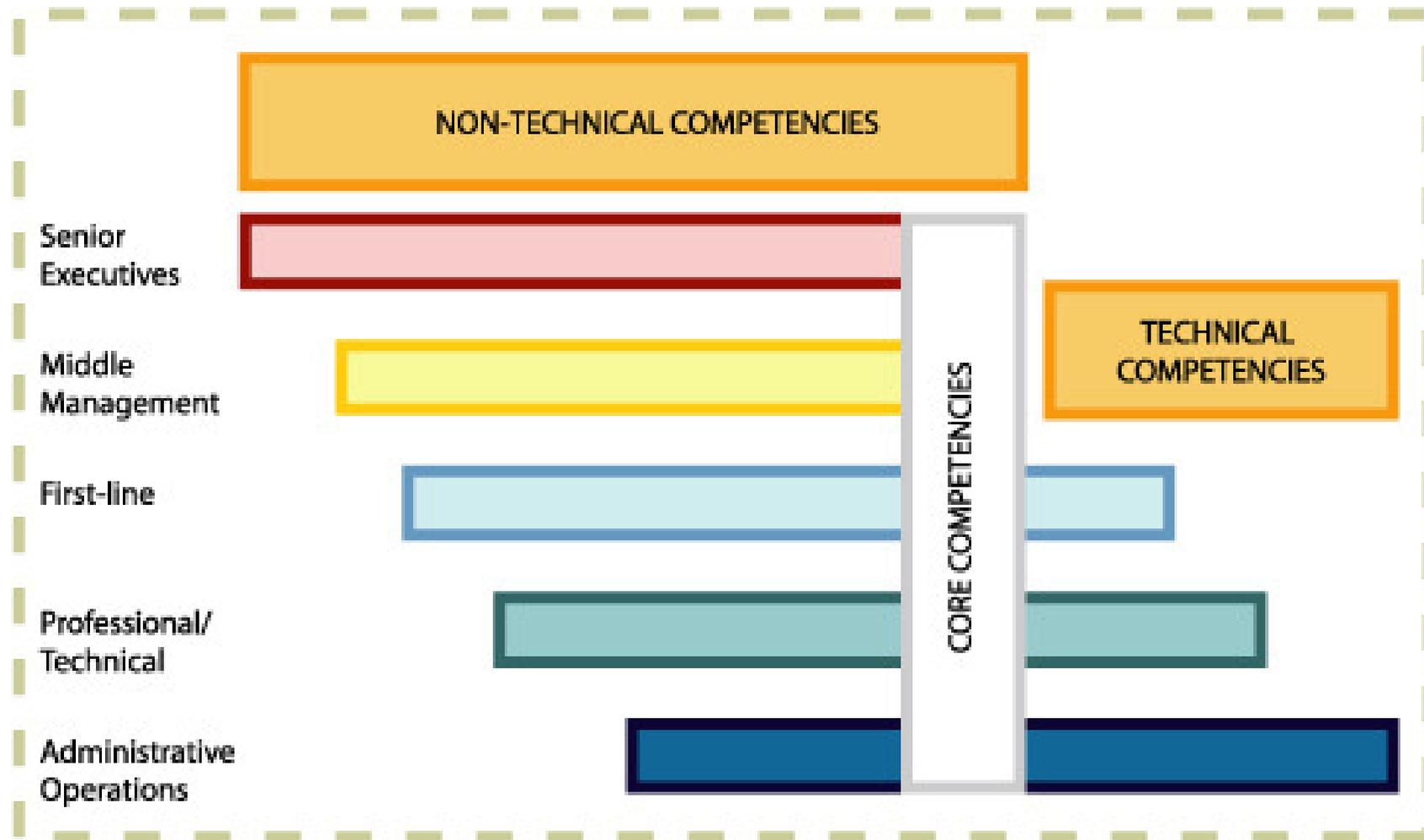
# Architect competencies



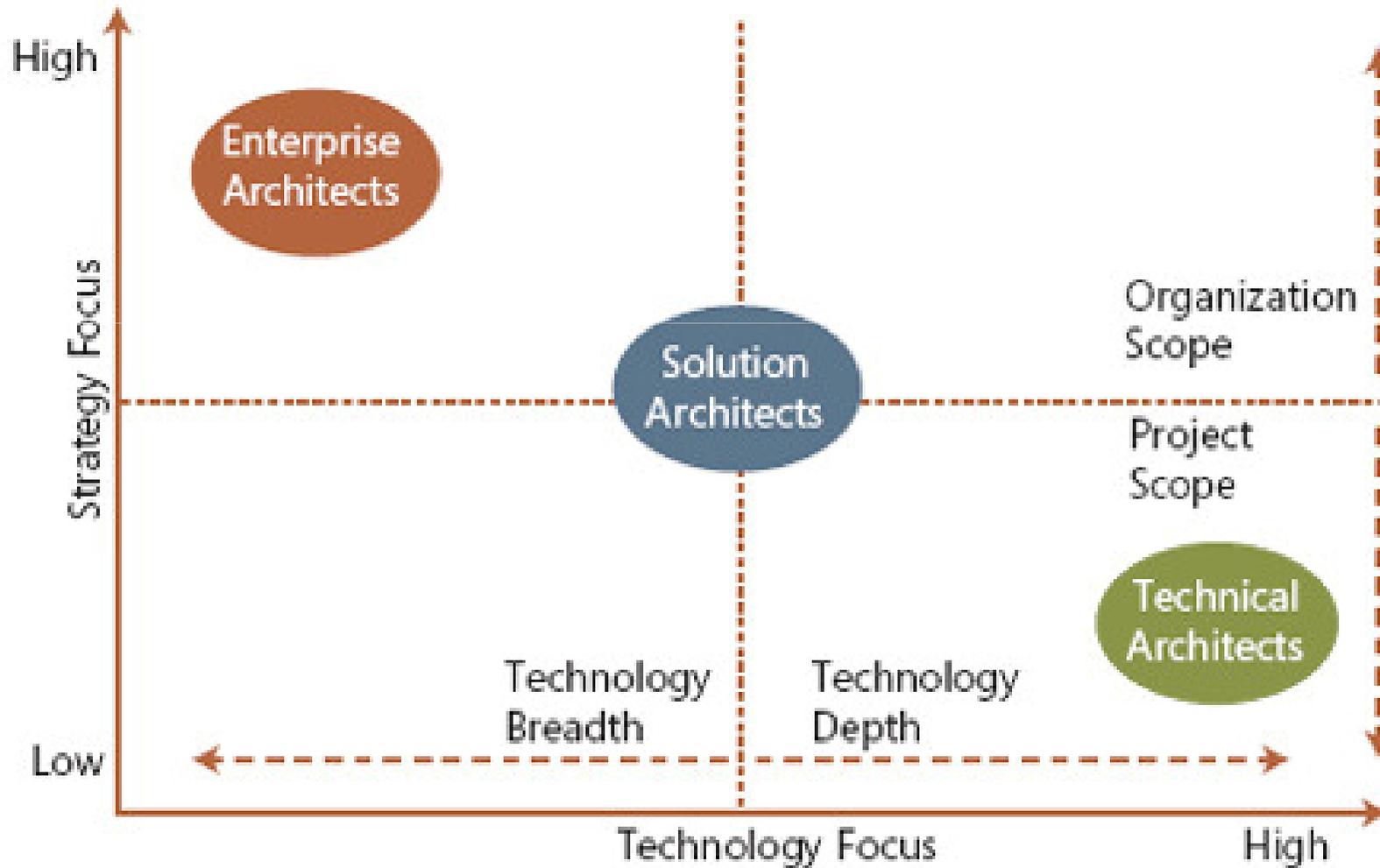


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# Design of the competency architecture

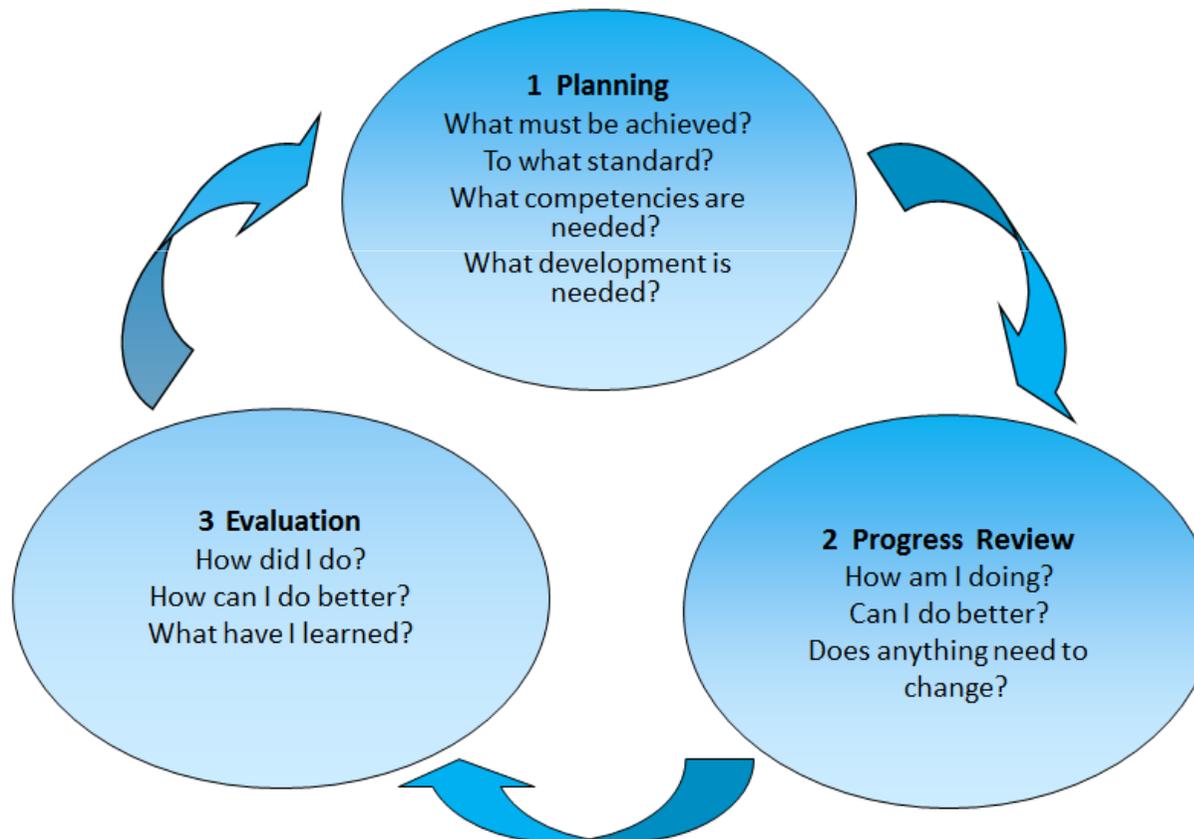


# The Architect Role

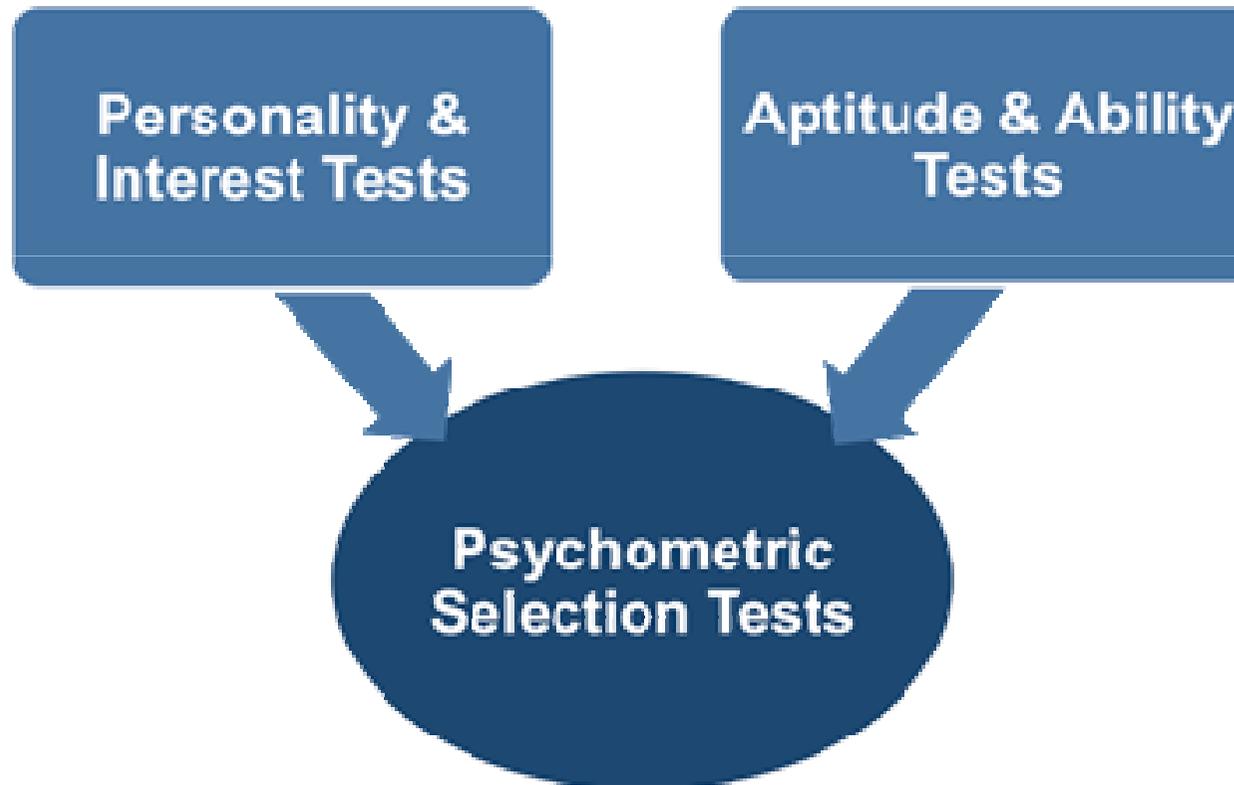


# The Performance Cycle

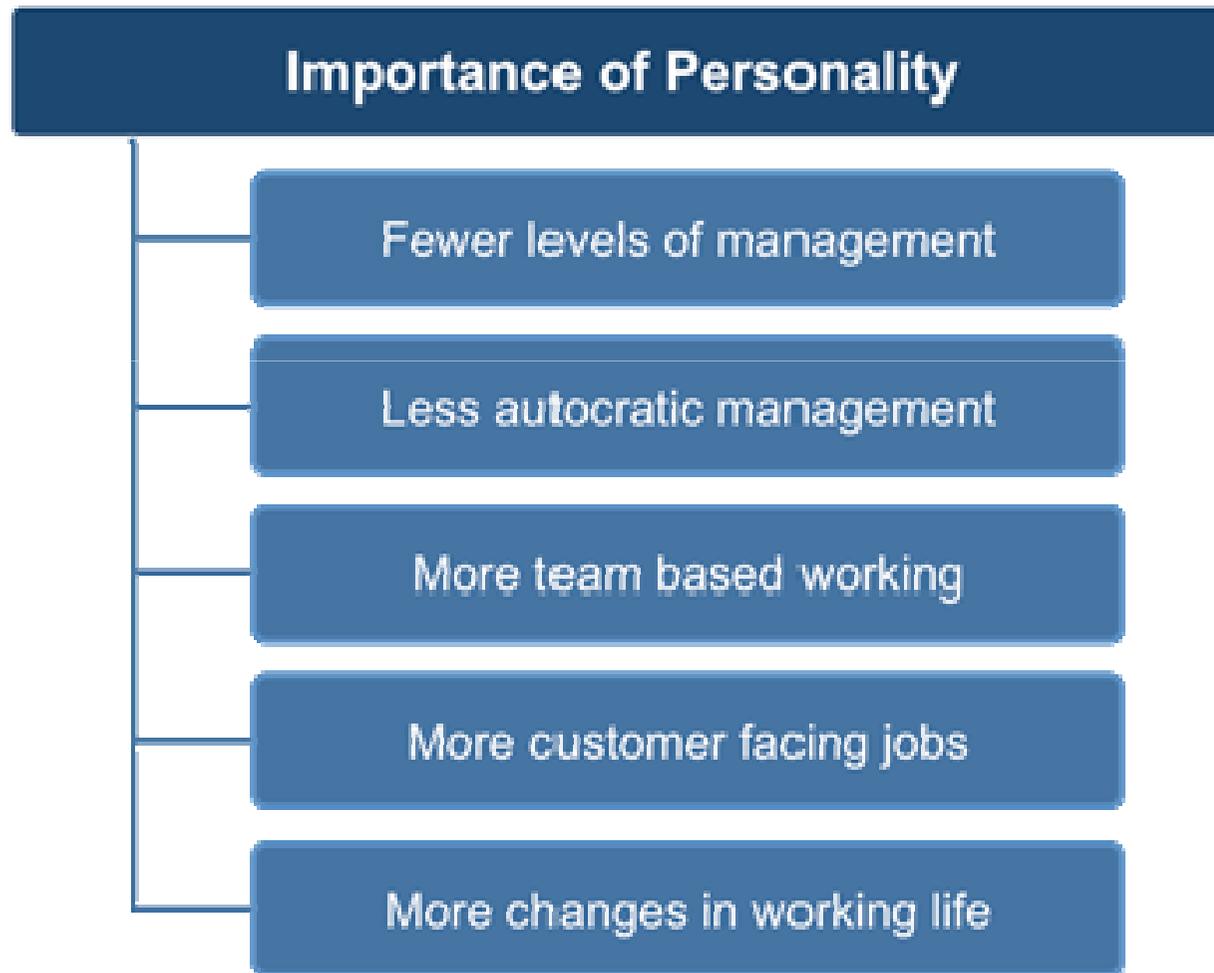
## The Performance Management Cycle



# Psychometric tests



# Importance of Personality



# Talent Selection



$$\text{Knowledge \& Skills} + \text{X Factor} = \text{Success}$$

# The STAR Technique

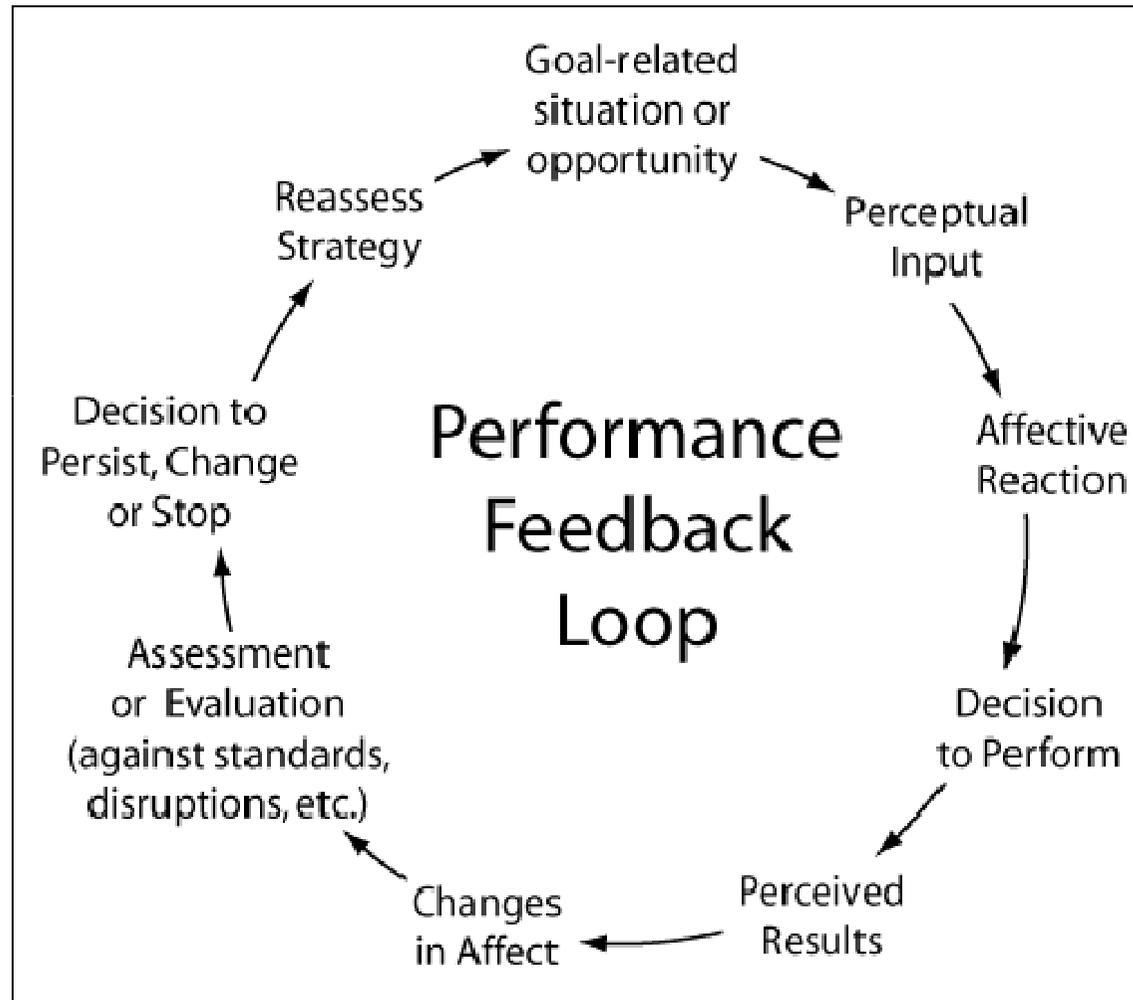


<b>S Situation</b>	Detail the background. Provide a context. Where? When?
<b>T Task</b>	Describe the challenge and expectations. What needed to be done? Why?
<b>A Action</b>	Elaborate your specific action. What did you do? How? What tools did you use?
<b>R Results</b>	Explain the results: accomplishments, recognition, savings, etc. Quantify.

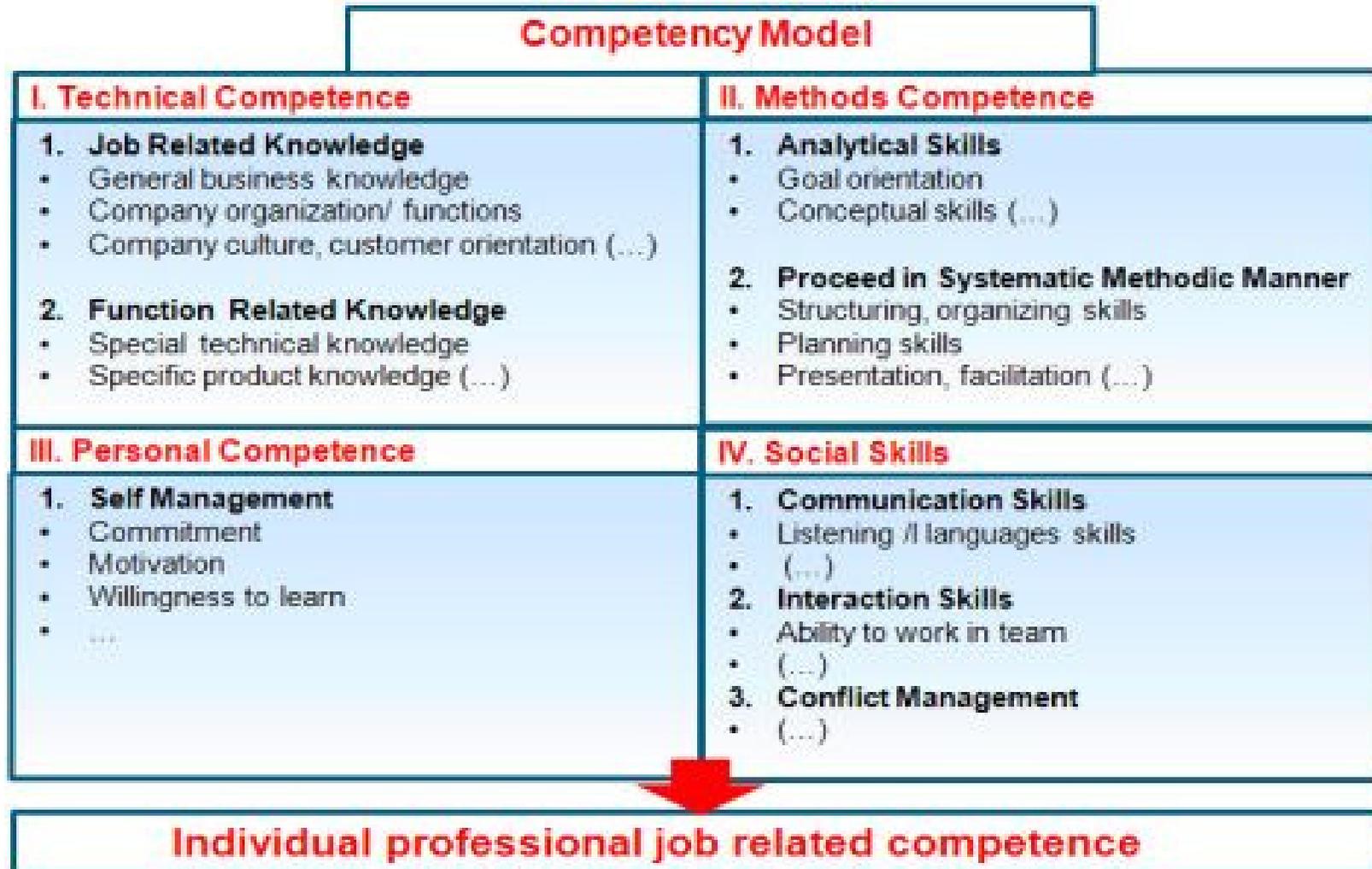
## 'STAR' Technique to Answer Behavioral Interview Questions

<http://www.RightAttitudes.com>

# Competence Motivation Theory



# Zaključak



## Izvor:

- <http://www.coppenrath.ca/en/competences.html>
- <http://msdn.microsoft.com/en-us/library/cc505970.aspx# Architect Competencies>
- <http://www.psychometric-success.com/psychometric-tests/psychometric-tests-introduction.htm>
- <http://www.glsworld.com/beta/talent-selection>
- <http://www.rightattitudes.com/2008/07/15/star-technique-answer-interview-questions/>
- <http://cfpbox.info/tag/the-competency-based-management-blog>
- <http://softpedia.org/files/competence%20motivation%20theory&id=mix>

# Hvala na ukazanom povjerenju !

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