



Central
UNIVERSITY
Shaping
Empire

Welcome...



RC



Centurion
UNIVERSITY
Shaping Lives...
Empowering Communities...

Core competencies at the individual level

A Core Competency is a **knowledge, skill, or ability that contributes to the successful completion of a task on the job.**

core competencies are developed when an individual engages in particular skills that support educational curriculums.

Every employee uses multiple core competencies every day to perform their daily tasks at their job.

For example, if you are an administrative assistant, you use core competencies like verbal communication, organization skills, client service and decision making.



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

Top management core competencies

1. Self-confidence

- Self-confidence in the workplace involves believing in your own abilities and successes.
- As a leader, show others your confidence with a positive attitude and willingness to address any opposition.



2. Personal development

- Personal development means you continue to learn new things and build new skills.





Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

3. Empowering others

This core competency refers to encouraging employees to believe in their own abilities and providing them with autonomy to make decisions.



4. Building effective teams

- Building effective teams is a core competency made of several parts.
- As a leader, choose employees who work well together, share a common goal and can rely on one another for success.





Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

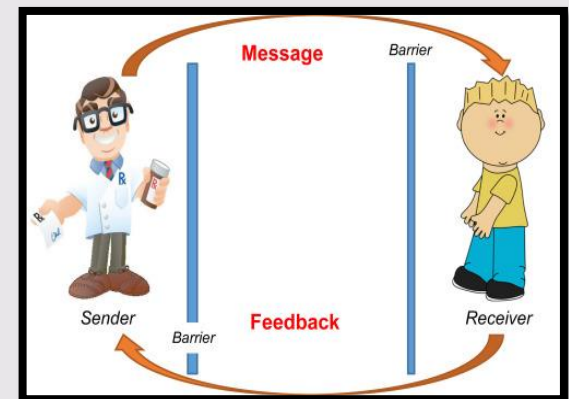
5. Patience

- You must have and show patience as a manager.
- Each person is on their own path to success, and some people require more time and space than others.



6. Interpersonal communication

- Interpersonal communication is the ability to communicate effectively with others regarding various tasks, concerns and ideas.



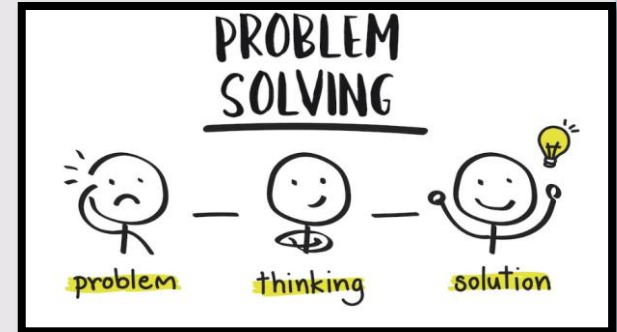


Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

7. Problem-solving

- A good leader has the ability to find solutions to problems.
- Managers need excellent problem-solving skills for internal workplace conflicts, daily challenges and potential business obstacles.



8. Honesty and integrity

- Employees respond well to leaders who are honest and act with integrity.
- Showing trustworthiness and integrity improves your employees' impression of you, and it often encourages them to become more engaged at work.





Centurion
UNIVERSITY
*Shaping Lives...
Empowering Communities...*

Varied mechanisms for capacity development (beyond training)

Capacity development

It refers to a process of change in which people, organizations and institutions improve their performance and refine, strengthen and adapt their capacity over time in response to changing circumstances.

Level of Capacity development

**Individual
Level**

**Institutional/Organiz-
ational Level**

Societal Level



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

1. Individual Level

- At this level, capacity building requires development and improvement of individuals to build existing knowledge and skills.

2. Institutional/Organizational Level:

- It is the middle layer of capacity building.
- It consists of procedures; policies; rules and regulations; systems and culture.

3. Societal Level:

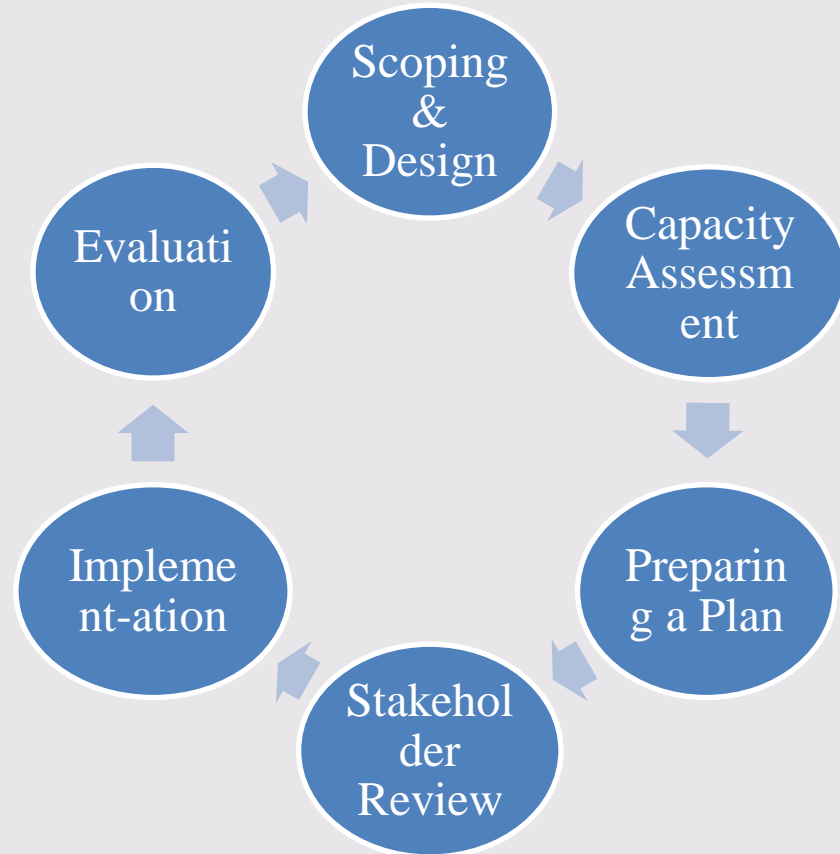
- The last layer of capacity building is society.
- Mostly this level is neglected since many years. Traditionally, capacity building on individual and institutional level and this is common concept that after improvement of individuals, society will automatically improve.



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

Varied mechanisms





Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

1. Scoping and Design

Successful and sustainable capacity development can only occur when there is commitment from individuals who invest **in** the process from the design stage onwards.

2. Capacity assessment

Capacity assessment should be participatory in order to agree capacity strengths and weaknesses so as to implement effective health programmes.



Centurion
UNIVERSITY
*Shaping Lives...
Empowering Communities...*

3. Preparing a Plan

- The capacity assessment report provides the basis for defining the draft plan.
- The plan should set out the capacity objectives, activities, and indicators; and the resources required to implement change and to measure progress.

4. Stakeholders Review

- Stakeholders should review, prioritize and add more detail to the suggested interventions, which will enable relevant timelines, and the final budget to be agreed.



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

5. Implementation

- The implementation of a capacity development plan includes managing interventions to achieve results and monitoring progress against the agreed indicators.

6. Evaluation

- Evaluation of capacity development interventions can inform the direction for the next phase of capacity development activities.