



# Centranum<sup>®</sup> HRadvance

*On line*  
*Capability & Competency Development System*

## Integrated Capability Development

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### Define, track and develop staff capability

- Capability & Competency library management
- Role based multi level competency mapping
- Competency assessment and auditing
- On job training checklists, training needs analysis
- Individual development planning and tracking
- Training effectiveness evaluation
- Individual Training and Capability records (CV)
- On demand Training and Capability Reporting

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**Capability Framework—configurable.** Define relevant capability dimensions and subheadings, build library of capabilities. Capture details of actual versus required staff capability.

**Competency Framework.** Tools for defining and maintaining an integrated library of competencies. Define values based, core, leadership and technical competencies—or use the Centranum libraries.

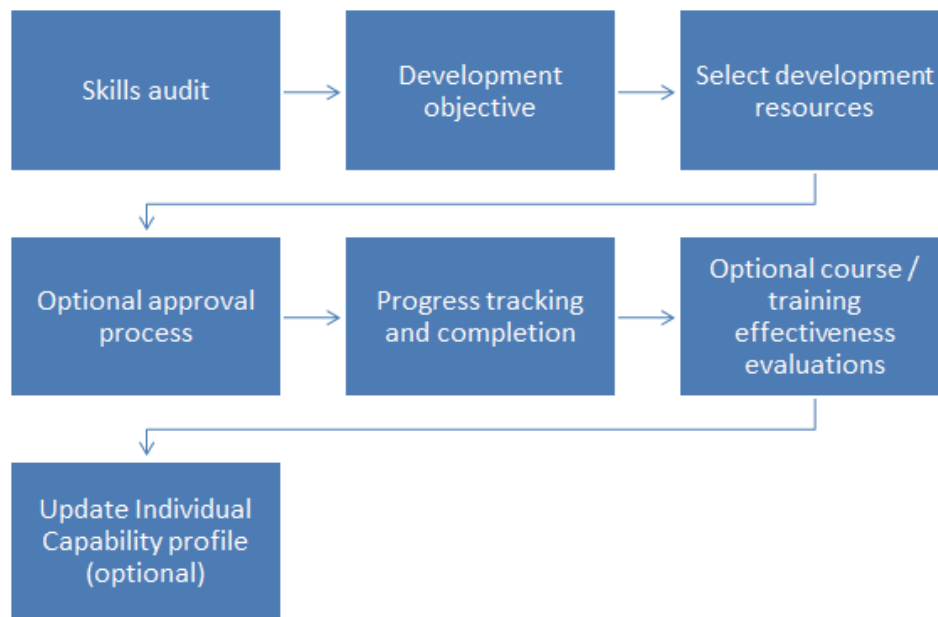
**Competency Mapping** Map competencies to levels and profiles. Create role based, leadership and core competency profiles. For those in talent pools create a set of competencies and associated development programme.

### Skills audits and Learning Needs Analysis

Flexible methodologies for functional, technical and clinical competency assessment, and competency linked knowledge testing. Concurrent assessments for individuals on multiple profiles. Full 360 feedback tool for leadership with comprehensive graphical reporting. Consolidated reporting and gap analysis.

### Development Planning and Tracking

A flexible range of options to record objectives and resources and track progress towards closing identified skill gaps and career development.



### Individual Capability Profile (Internal CV)

Maintains rich details of all dimensions of capability including experience, projects, training and competency based learning activity. Automatically updated from completed development plans.

### Optional integrated Learning Content Management platform

Maintain list of approved courses, with full details including costs. Manage course requests, on line learning materials and activities. Maintain a training calendar. Individuals may register for training courses, access on line learning materials, course information and activities, participate in forums and virtual classrooms. Automatically updates individual development plans.

### Capability Intelligence

On demand information on learning needs, training, capabilities, competency levels, gaps and trends. Filter by time period, functional area, organisation and team.