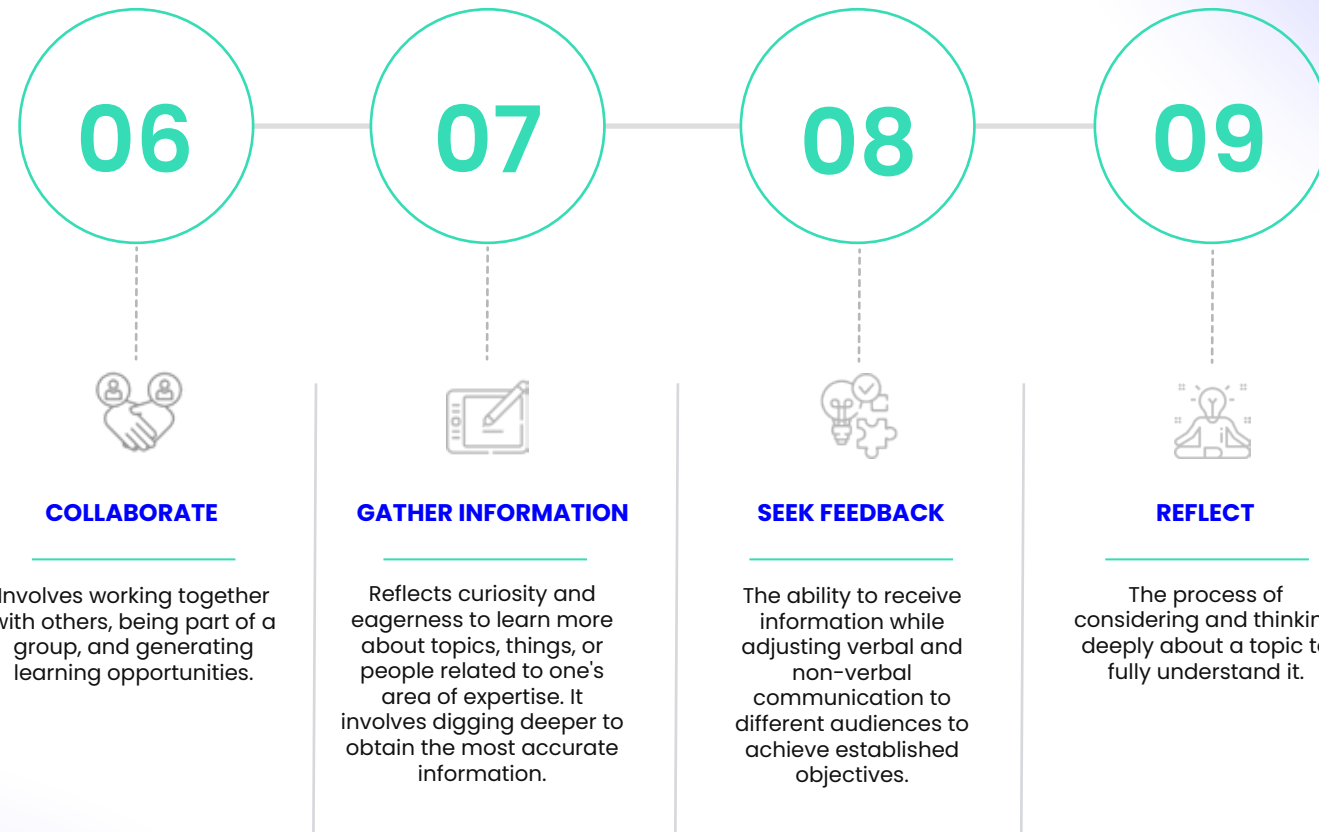


LEARNING AGILITY

COMPETENCIES MODEL



LEARNING AGILITY COMPETENCIES MODEL



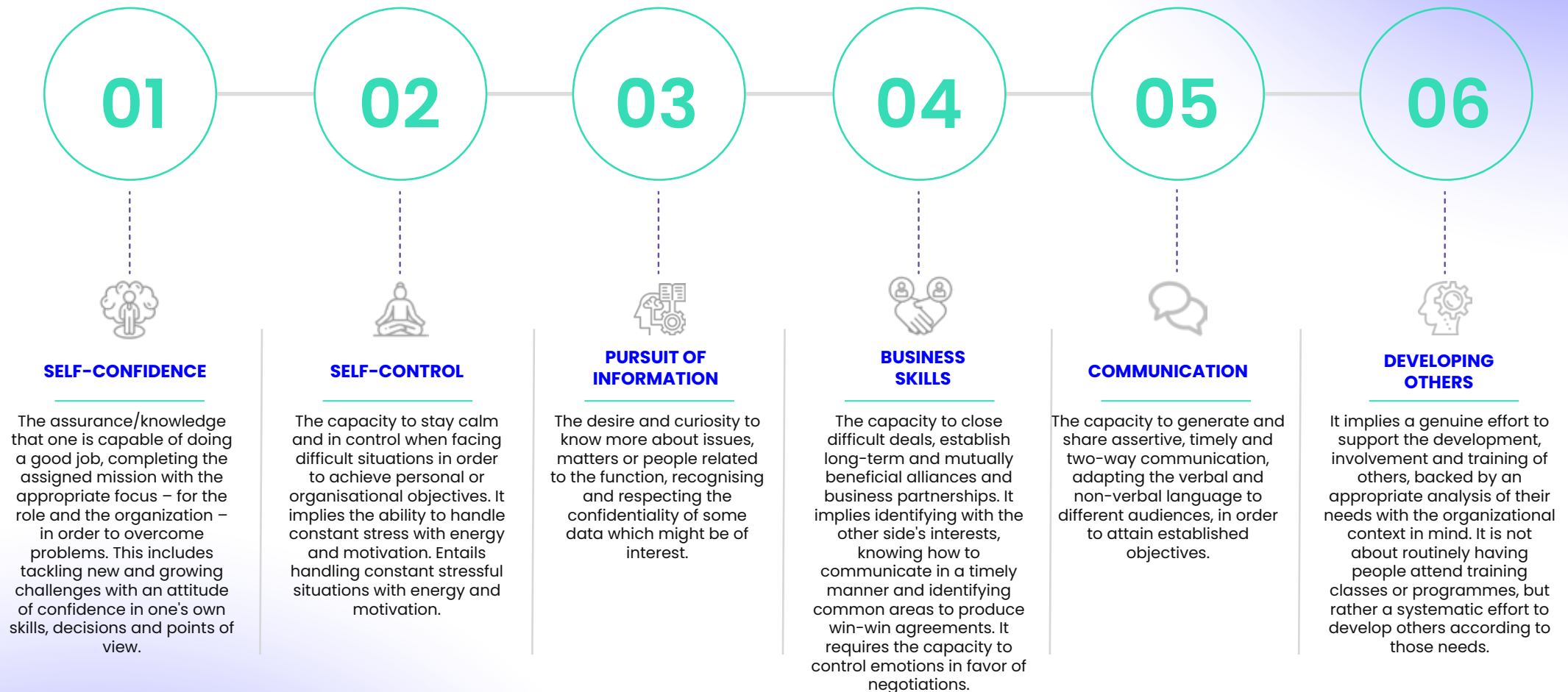
FUTURE COMPETENCIES MODEL



FUTURE COMPETENCIES MODEL



PDA GENERIC COMPETENCIES MODEL



PDA GENERIC COMPETENCIES MODEL

07



PEOPLE MANAGEMENT

This implies the appropriate and effective use of authority conferred through a position to gain the commitment of others in order to make them do what is needed to benefit the organisation.

08



FLEXIBILITY

The capacity to adapt and work effectively with diverse groups in different situations.

09



OPERATING SKILLS

It implies the skill to turn strategy into specific objectives and action plans, while ensuring the organization/department adheres to procedures and effectively minimising risk. Clearly assigns responsibility and authority.

10



IMPACT AND INFLUENCE

It implies the intent to persuade, convince or influence others in support of one's own plans.

11



INITIATIVE

This is the inclination to act in a proactive manner; it implies pursuing new opportunities and better ways to do things or solve problems.

12



INNOVATION

It implies creating something different or ground-breaking. Doing something new that improves one's own performance or that of others.

PDA GENERIC COMPETENCIES MODEL



PDA GENERIC COMPETENCIES MODEL

19



PROBLEM-SOLVING AND DECISION-MAKING

The ability to identify and analyse relevant information, reach conclusions, assess the impact and make subsequent decisions based on the established alternatives.

20



INTERPERSONAL SENSITIVITY

The capacity to interpret and understand the thoughts, behaviours, feelings and concerns of people (peers, direct subordinates or supervisors) expressed verbally and non-verbally.

21



POLITICAL SENSITIVITY

The skill to understand, interpret and participate in the power relationships of the company or other organisations.

22



TEAM WORK AND COOPERATION

It implies working in cooperation with others, being part of a team, working together and having a genuine interest in others, as opposed to working individually or competitively.

23



BIG-PICTURE VIEW OF THE BUSINESS

The ability to identify business opportunities and the processes that add value to the business, with a genuine orientation toward financial results.

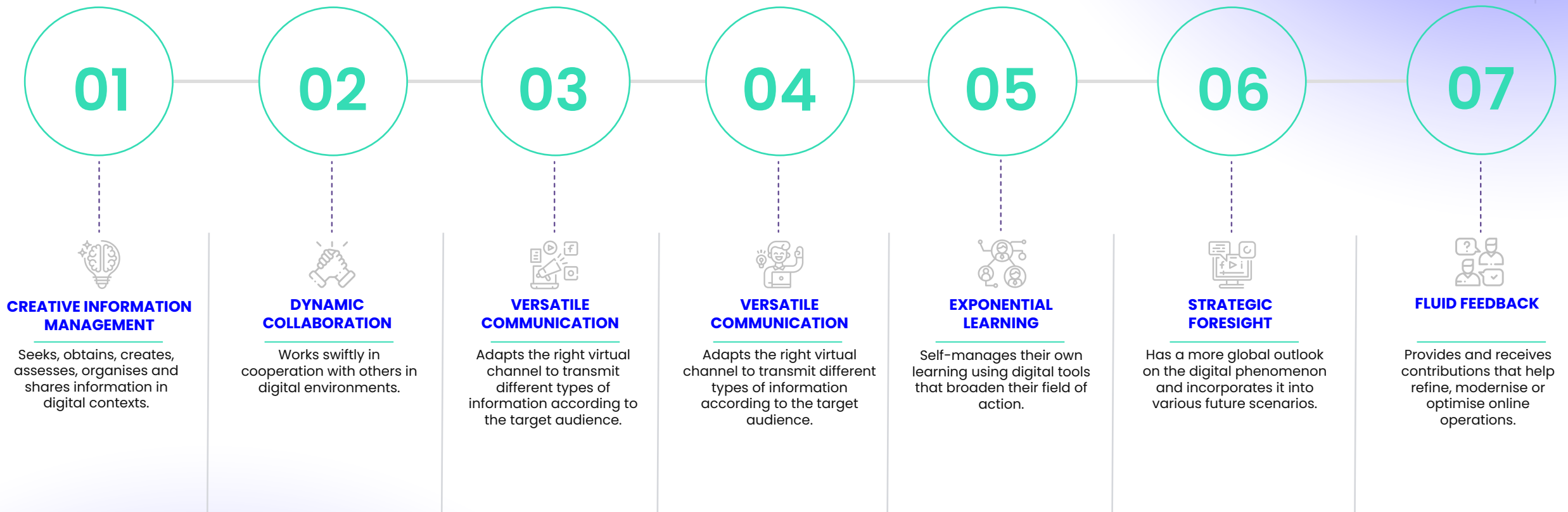
24



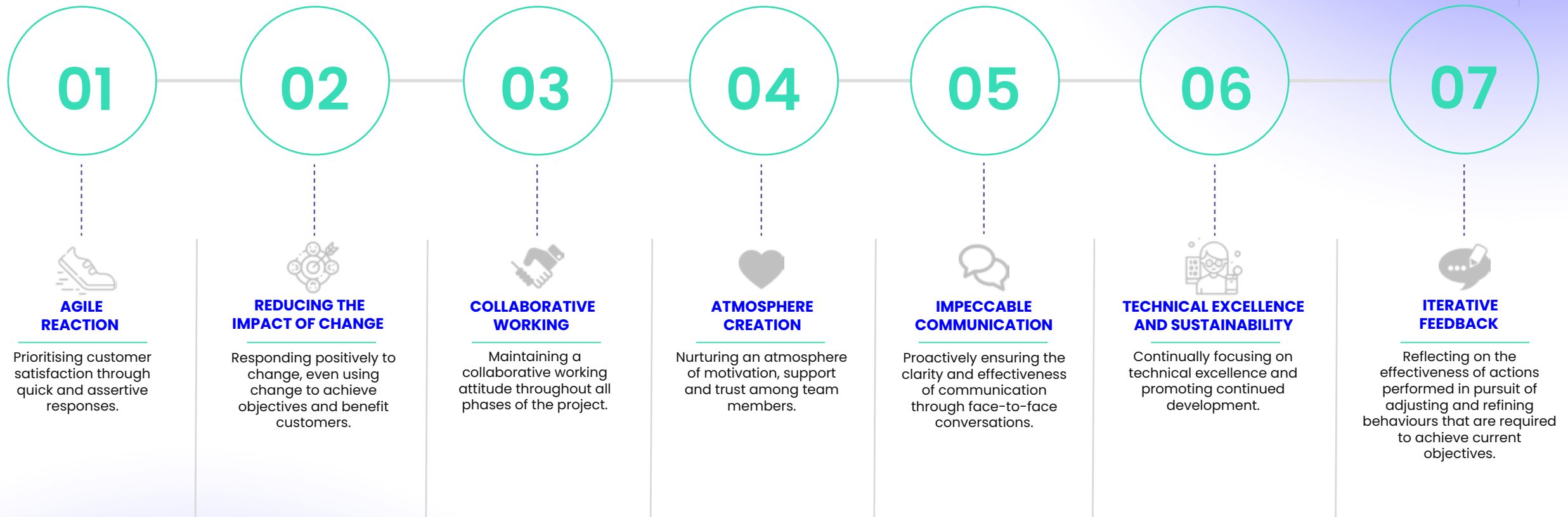
INCLINATION TOWARD QUALITY OF PRODUCTS AND PROJECTS

It is acting to ensure the highest quality standards around. It is reflected in the constant assessment of information reflecting how the work is being done.

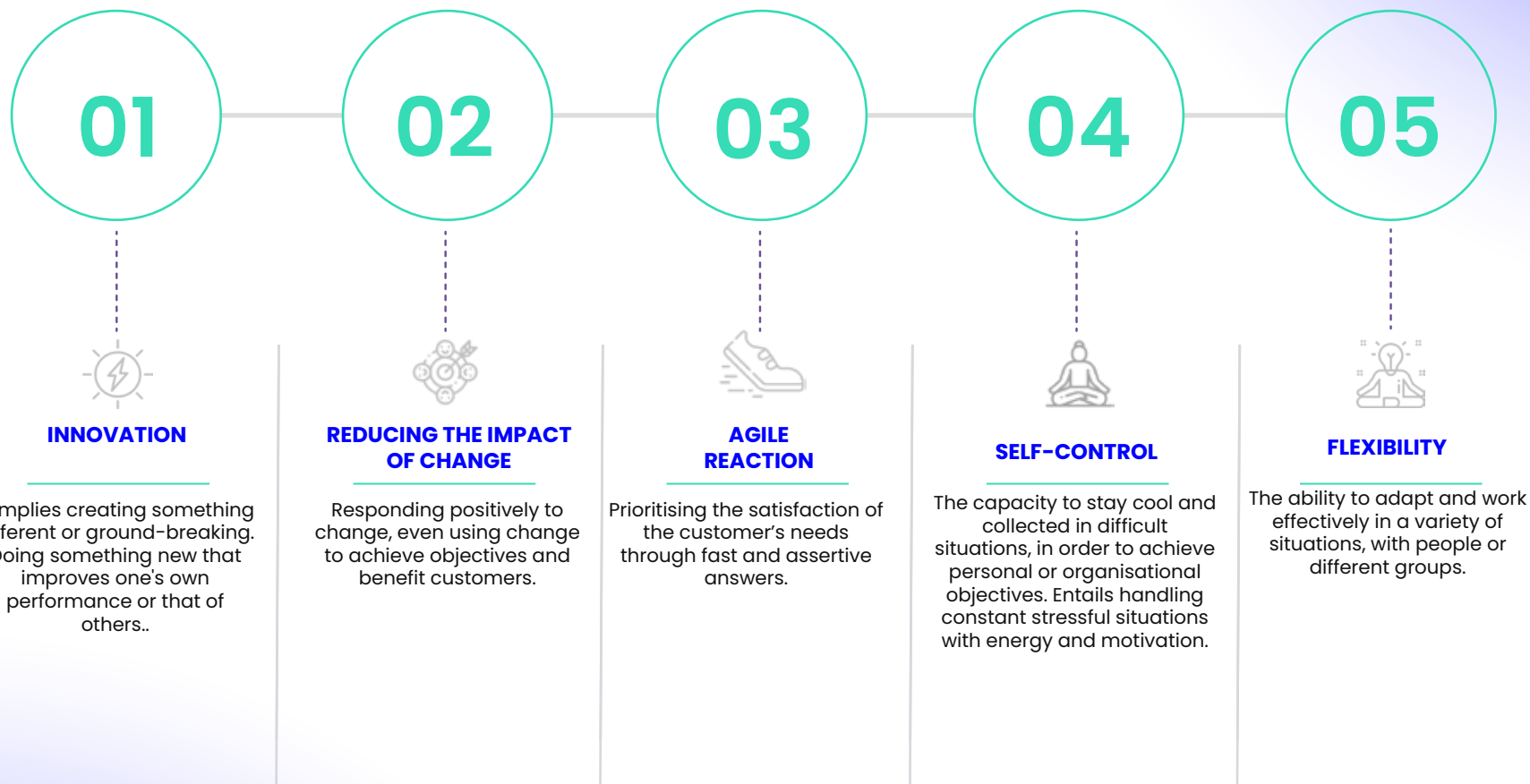
DIGITAL COMPETENCIES MODEL



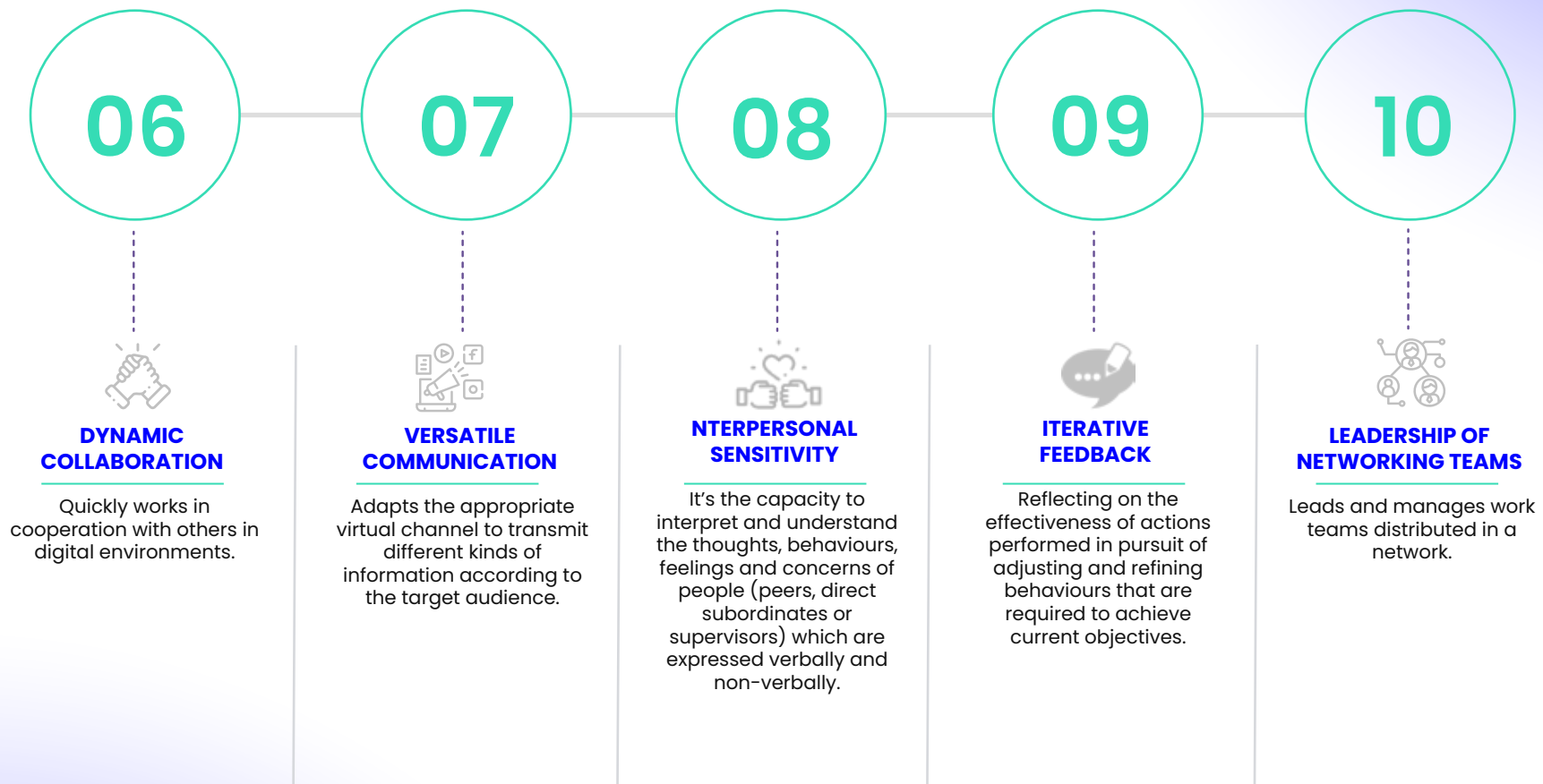
AGILE COMPETENCIES MODEL



POSITIVE CHANGE MANAGEMENT IN VUCA TIME COMPETENCIES MODEL



POSITIVE CHANGE MANAGEMENT IN VUCA TIME COMPETENCIES MODEL



ENTREPRENEURSHIP COMPETENCIES MODEL



SUSTAINABILITY COMPETENCIES MODEL

01



SYSTEMIC THINKING

The skills to recognize and understand relationships; to analyze complex systems; to think about how systems are integrated across domains and scales; and to deal with Uncertainty.

02



ANTICIPATION

The skills to understand and evaluate multiple future scenarios - the possible, the probable, and the desirable; to create one's own visions of the future; to apply the precautionary principle; to assess the consequences of actions; and to deal with risk and change.

03



REGULATION

The skills to understand and reflect on the norms and values that underlie our actions; and to negotiate sustainability values, principles, objectives and goals in a context of conflicting interests and trade-offs, uncertain knowledge and contradictions.

04



STRATEGY

The skills to collectively develop and implement innovative actions that foster sustainability at the local level and beyond.

05



COLLABORATION

The skills to learn from others; to understand and respect the needs, perspectives and actions of others (empathy); to understand, identify and be sensitive to others (empathetic leadership); to address conflicts in groups; and to facilitate collaborative and participatory problem solving.

06



CRITICAL THINKING

The ability to question norms, practices and opinions; to reflect on one's own values, perceptions and actions; and to take a stand in the sustainability discourse.

07



SELF-AWARENESS

The ability to reflect on one's role in the local community and (global) society; to constantly evaluate and drive one's own actions; and to deal with personal feelings and desires.

08



PROBLEM SOLVING

The general ability to apply different problem-solving frameworks to complex sustainability problems and to devise equitable solution options that promote sustainable development, integrating the above competencies.

POSITIVE LEADERSHIP COMPETENCIES MODEL

