

## Competency Models



The Ginac Group, Inc. is a leading career services firm based in Austin, Texas. Founded in May 2001 by Linda Ginac, our firm has changed the face of career planning and management in just a short amount of time by designing, customizing and delivering career solutions to satisfy both individuals facing career transition and employers tasked with managing change with their people. We have partnered with both mid-size and small corporations to guide them through organizational change and have engineered career strategies for mid- to senior-level management, small business owners and entrepreneurs. Expertise, experience and dedication are our hallmark, and our customers can have 100% confidence that their needs are being served with care and personal attention.

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### → Ensure that Employees Do the Right Things

- What does it take to do a job well?
- What skills and knowledge are necessary for effectiveness in a certain job?
- Does the employee have the appropriate skills and knowledge, or is special training necessary?
- Are these job expectations aligned with the culture and strategy of the organization as a whole?

To improve individual and organizational performance, you must find answers to these questions. Competency modeling is designed to answer these types of questions. It is a tool that identifies the skills, knowledge, personal characteristics, and behaviors needed to effectively perform a role in the organization and help the business meet its strategic goals.

### → The Ginac Group Competency Model Services

The Ginac Group has developed effective competency models for small and mid-size organizations. Our straightforward, pragmatic approach, combined with proven assessment tools have resulted in extraordinary increases in productivity and performance, and decreases in employee turnover, stress, conflict and overall human capital expenses. We rely almost entirely on the TTI DISC Method, which industry leaders believe is the best, most complete and informative competency assessment on the market. By working with us, you will begin to:

- Identify and hire the best people for specific jobs and the organization.
- Clarify job and work expectations.
- Hire the best available people.
- Maximize productivity.
- Align behavior with organizational strategies and values.
- Adapt to change.

The power to optimize your future is in front of you.