

Capability Profiler

The Capability Profiler enables a team of judges to identify the specific capabilities for a role or the generic capabilities for a team. Any number of 'judges' can be involved in the identification process, and the time involvement of each judge would typically be about 30-45 minutes.

If required, this module can include an extensive set of Capability Headings and Definitions which are undergoing continuous development by the McLaren research team.

Alternatively, if your organisation already has a competency framework, then this can easily be uploaded into the system from day one.

The module uses a simple, online step-by-step process:

1. Judges select from a longlist of capabilities, classifying them as essential, desirable or low-priority.
2. Judges add missing capabilities they feel need to be included in the list.
3. Judges limit the final number selected to twelve essential capabilities.
4. Judges compare those final twelve to produce an overall rank-order
5. The deciding Judge(s) review the results of all judges and sign-off the capability profiles.

The capabilities finally selected provide input into other tools and people management activities such as recruitment and performance appraisal.

Key Benefits

Web-enabled

Access to the tool is available via any web-browser.

Comprehensive

The McLaren capabilities database has been extensively researched and contains capabilities covering all disciplines.

Involvement

Managers can easily seek input from their team members before ultimately making a decision for themselves.

Global Functionality

Cross-location availability means that globally dispersed teams can benefit from its functionality.

Low-cost

Compared to manual HR consultancy projects, the tool quickly establishes role capabilities and virtually eliminates consultancy costs.

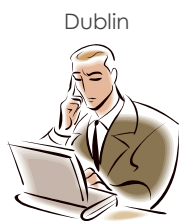
Rapid Implementation

Due to the ASP delivery model, a time-consuming rollout is not required.

Capability Profiler in Action

A Team Manager quickly needs to identify generic capabilities for a team or specific capabilities for a role.

- Selected judges (anywhere in the world) individually use the tool to identify the capabilities they consider to be essential.



Dublin



London

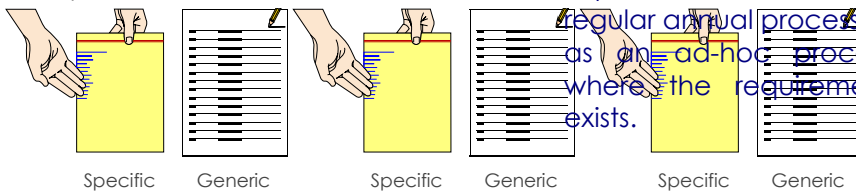


New York

Adding value in the future

Subsequent to the first management assessment process conducted during 2007, the second is currently being scheduled for launch in early 2008. Going forward, it can easily be implemented either as a regular annual process or as an ad-hoc process where the requirement exists.

- Capabilities are established



Specific

Generic

Specific

Generic

Specific

Generic

- The deciding judge reviews the judges results and makes the final selection.



- This provides input into a number of other HR processes including recruitment, appraisal and career development.

	Project Management
	Business Know-How
	Analytical Thinking
	Communication
	Planning & Organizing
	Results Focus
	Customer Focus
	Business Relationships
Total	8



McLaren delivers technology solutions to help improve the performance of your organisation.

Increased Capability
+
Improved Culture
=
Better Performance

Our Modules:

Our web-based modules includes:

- Capability Profiler
- Performance Reviewer
- Structured Interviewer
- Culture Profiler
- Succession Planner

Adding Value:

We deliver solutions for:

- Performance Management
- Capability Frameworks
- 360 Degree Feedback
- Talent Management
- Recruitment Selection
- Core Values
- Team Culture
- Management Reporting

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