



Competency-based strategic solutions

MISSION

To advance the success of your organization through the development and integration of strategic, competency-based management systems and tools

VALUES

- Investment in people
- Value in product
- Excellence in service
- Integrity in operation

SERVICES

Competency-Based Management Systems:

- Competency Dictionaries
- Role Profiling
- Performance Management
- Recruitment & Selection
- Succession Planning

Competency Training - accredited by Red River College & University of Winnipeg

Strategic Planning

PRODUCTS

Web-Based Profiling Software:

- Role Profiler
- 360° Profiler
- Career Profiler
- Performance Profiler

Entegrys Incorporated is a human resource management consulting company specializing in the delivery of **competency-based solutions** that strategically **link** our clients' business and human resource planning **processes**.

We **develop** competency models, **dictionaries** and **profiles**.

We **design** competency-based HR management systems like recruitment and selection, and performance and development.

We **provide web-based** competency **profiling tools** to allow you to access and use your model efficiently.

We **collaborate** with your management team to introduce a competency-based approach that **aligns** your HR practices with your strategic plan.

The Entegrys team also offers professional facilitation services in areas such as **strategic planning**, leadership and **team** development.

Our client base encompasses the public sector, government, sector councils and not-for-profits from industries as diverse as environment, energy, transportation, engineering, the arts, and education.

In addition, we demonstrate **superior proficiency** and experience in collecting, synthesizing and **analyzing** data from nationwide interviews, **surveys** and **focus groups**, as well as secondary data from previous research, publications and databases.

ENTEGRYS

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1-175 Hamilton Avenue
Winnipeg, MB R2Y 2K9

T 204-889-5397

F 204-975-5047

E entegrys@entegrys.com

Visit us at www.entegrys.com



e-HR and COMPETENCIES - Your competitive advantage

The message is clear – the world has shrunk and the global economy has arrived. And in this shrinking world, organizations and communities that were once considered isolated can now span oceans and continents with the push of a button to trade goods and services and to monitor foreign events as they unfold.

In this world of global business, we will need to change the way we conduct business if we want to remain competitive! To do that, it is crucial that we change our technology. However, we need to change more than process technology. It is equally crucial that we change human technology – the way we think, learn, and behave!

To accomplish this, we need to develop competency in the way we approach and adapt to the rapidly changing world around us, the way we organize ourselves to manage the deluge of instant information, and the way we interact with diverse individuals and cultures. Strategic competency models provide us with the foundation for building state of the art tools to change human technology. Web technology makes these tools available instantly to managers, employees, and even clients throughout the world, helping you to compete more effectively in today's global economy!



BENEFITS OF COMPETENCY-BASED HUMAN RESOURCES SYSTEMS

Employees will be better able to:

- Understand how their key responsibilities and daily activities fit within the organization's strategic direction and plans.
- Recognize the fairness in evaluations systems that measure every employee against a common benchmark.
- Determine their strengths and development needs in critical competencies.
- Identify how they can develop a higher level of performance in these competencies.
- Manage their own career planning and development.

Managers will be better equipped to:

- Achieve the 'best fit' in future recruitment and selection, ensuring that you hire to meet the current and future strategic requirements of the position.
- Provide fairer evaluations of performance by assessing each person relative to the competencies most critical for effective performance within their own role.
- Maximize your training investment by targeting training to specific, identifiable gaps in critical competencies.
- Plan more effectively for succession and replacement needs.