

**CompetencySet**<sup>®</sup>

Online Competency-Based Talent Management Solution

## Product Overview

# Fulfill Your HR Mission.

Job Model, competency, and career management software that puts you in control.



**Fulfill your HR mission to hire, retain and develop your best people. CompetencySet™ by EcoMan makes it easy to create, edit and manage your job descriptions, all linked with industry-best competencies.**

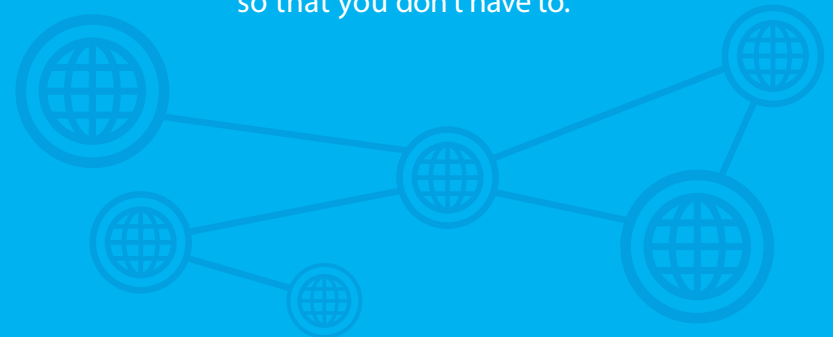


At EcoMan, we've distilled 25 years of expertise into the leading job description and competency management software product available.



## Combining Job Descriptions with the Power of AI

Take the 'job' out of job descriptions with AI generated and expert reviewed job descriptions. Our AI analyzes over 30,000,000 data points to create best of breed job descriptions that are updated over time so that you don't have to.





**CompetencySet** by EcoMan helps HR professionals in small, mid-sized and big-sized companies fulfill their mission to hire, retain and develop the best people. Start with Mapping to define your jobs and competencies and then add Navigating to engage your employees.

## MAPPING



## NAVIGATING



Take control of your HR practices with software to manage **job descriptions**, **competencies** and **interview guides**.

Empower your employees with career management software that offers competency-driven **career pathing**, **assessment**, **development** and **insights**.

# Competency Management

Measure & manage your workforce with the most comprehensive set of competencies and competency management tools.

MAPPING



## Expert Developed Content

Our 2000+ competencies have been refined over 25 years by experts in competency development. Includes behavioral, technical and leadership competencies.



## Manage and Edit

Make changes to the competencies to reflect your company language, tone and core competencies. Ensure the latest competencies are included on every job description at all times.



## Core Competencies

Identify shared company values, and standardize them for all jobs in the company. Apply core competencies to all jobs with one click.



## Competency Profile Builder

Survey your managers and employees on the key competencies needed for the company and in their jobs with our purpose-built competency profiling survey tool.



## Statuses

Control how competencies are added, and prevent accidental deletion with the ability to create drafts and archive published versions.

# Career Path Navigation

Retain your top talent with career management tools that enable employees to navigate your organization's advancement opportunities.

NAVIGATING



## Visual Career Path

Visually represent career paths with a flow diagram that shows next steps and alternate paths.



## Personal Employee Space

The central hub where employees build their profile of competencies, experience, certification and education. Flexible configuration settings to require manager validation of competencies or skills.



## Job Matches

Employees can explore how their profiles align to other jobs or career development opportunities across the organization.



## Flexible Career Pathing Options

Employees can set a target job, or free-explore from their current role to determine their career path.



## Link to Assessment and Development Plans

Launch assessments and development plans right from the career path to identify and address competency gaps specifically related to the next step on the journey.

# Competency Assessment

Retain your top talent with career management tools that enable employees to navigate your organization's advancement opportunities.



NAVIGATING



## Flexible Assessment Configurations

Choose to either assess an employee's depth or breadth of ability with in-depth job-specific assessments, or competency diagnostic tools.



## Multi-Rater Capabilities

Set rater options to include self, supervisor or 360 assessment.



## Single/Bulk Dispatch

Dispatch assessments directly to specific employees, or set-up a bulk send to deliver the same assessment to multiple people.



## Detailed Assessment Reports

Generate instant reports that protect assessor anonymity and provide details on the employee's strengths and gaps to support learning and development.



## Auto Suggest Learning Activities

Configure reports to automatically assigned relevant learning resources and activities to address competency gaps identified through the assessment.



## Aggregate Reporting

Measure organizational or departmental strengths and competency gaps and guide training and development. Track completion rates organization-wide and by departments.

# Development

Map out a clear action plan for addressing competency gaps and achieving career-progression goals.



## Link Competencies to Development

Create actionable plans around competency gaps.



## Build Directly from Assessment Results

Create development plans directly from identified weaknesses during assessments with the press of a button.



## Easily ID Learning Resources

Learning resources come associated to competencies, and can be selected from when building a personal development plan.



## Standardize Development Plans

Managers can build template plans that can be used by anyone looking to accomplish a specific goal or objective.



## Track Development Progress

All plans have goal tracking, and the capability to store comments and feedback about the goals on the plan.

NAVIGATING



# Insights

Hire, develop, and retain the best talent with intuitive, real-time data and insights. Analyze talent insights and view trends across your jobs and employees.



NAVIGATING



## Employee-Job Match Statistics

See at a glance which employees are in a given job, and how closely their profile matches the job requirements.



## Tracking Hi-Po's

Mark high-potential performers for target jobs, and see if they have an active career path that aligns.



## Succession Planning Features

Bench Strength measures lets HR know how easy a job will be to fill internally; and potential matches shortlist successors.



## Manage Your Team

See your direct reports' activities, career paths and personal profiles, and dispatch assessments or development plans to them from one location.



## Team Structure

Drill down to your direct reports' teams and view activities and personal profiles.



## Career Ladders

Start from a high-level job, and see which jobs feed into it, using career ladders.

# EcoMan Schedule of Fees

EcoMan proposes the below schedule of rates

## 1. CS Online System License:

CS Online System License			
Product	Rate/User	Users	Annual License Cost
CS Online (10 - 200 employees)	US\$75	200	US\$15,000
CS Online (200 <sup>+1</sup> to 500 employees)	US\$50	500	US\$25,000
CS Online (500 <sup>+1</sup> to 1,000 employees)	US\$35	1000	US\$35,000
From 1000 <sup>+1</sup> to 2000 Employees	US\$30	Per User	US\$60,000

We offer **10% discount** on the annual license fees for a **three-year license agreement**.

## 2. Competency Content Licensing:

CSOnline Competency Library			
Competency Chapters/Library	Rate/CC	No. of CCs	License Cost
<b>Master Job Family/Competency Library per Discipline</b>			
Technical Job Families	US\$2,000	10	US\$ 20,000
Non-Technical Job Families	US\$1,500	10	US\$ 15,000
<b>Number of Competency Development Frame Works (DFWs)</b>	<b>Rate/DFW</b>	<b>No. of DFWs</b>	<b>License Cost</b>
Job Role (CMAPs) – Derived from each Job Family	US\$ 500	10	US\$ 5,000

FEES



# EcoMan Schedule of Fees

## 3. Competency Consultancy Services:

CS Online System License		
Specialization	Rate/Day	Monthly Rate
Senior Consultant	US\$2,000	US\$ 20,000
Technical Consultant	US\$1,500	US\$ 15,000
Non-Technical Consultant	Rate/DFW	License Cost
IT Support Engineer (System Customization, IT Support and Maintenance)	US\$ 500	US\$ 5,000



FEES





## Worldwide Locations



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and find out about designing and building competency system for your organization.

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