Competency Assessment, Is it really worth the effort?

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Ever wondered what it means to be a competent Systems Engineer?

Effective systems engineering is about understanding the right things to do and then ensuring the right actions are taken.

Will competency models aid us in the delivery of valuable systems solutions that are implemented with speed and commitment or are they designed to identify what training is needed for individual systems engineers?

Must we be assessed by a competency model to be able to call ourselves or our organizations "competent"?

How would one know they were hiring a competent systems engineer?

Is it really worth the effort and the cost of assessing individuals and organizations?

Definition of Competency

Competency is knowledge, skills, and abilities in particular areas of expertise.

- Competency pertains to individuals and organizations.
- Competencies include:
  - Technical competencies – Stakeholder requirements definition, requirements analysis, architectural design, implementation, integration, verification, transition, validation, etc.
  - Cognitive competencies - emotional intelligence, how one thinks, systems thinking
  - Behavioral competencies - Interpersonal skills that increase effectiveness, ie. applied to produce purposeful and intended results that improve business / project performance, Social Competencies
  - Domain competencies – Defense systems, commercial systems, transportation systems, information technology systems

Definition: Competency Assessment
Evaluation of a competency or groups of competencies for an individual or organization.

Competency Model Types

Individuals

- Degrees
- Certifications (INCOSE's Certified Systems Engineering Professional (CSEP)
- Manager Perception Assessment (Performance Review)
- Course-based exams
- Individual Certificates
- Self Assessments
- Licenses

Organizations

- Assessments (CMMI)
- Relational Assessments
- Customer Perception (Customer Survey)
- Roll up of individual assessments
- Licenses

On with the show!

This panel will explore and debate the value of competency assessment in Systems Engineering (or at least our latest thinking on the subject) from a global (Italy, Singapore, UK) perspective.

The panel will explore biases and trends in ascertaining or assessing the discipline, global commonalities and differences, and real life experiences and perspectives.