

COMpetence and TALent assessment in SME's

Rationale of the project

In the current period of dynamic economic development and a great number of diverse companies in operation, it seems important to define the characteristics of an entrepreneur that enable him or her not only to survive, but also to develop and become successful.



Competencies are the subject of research within several domains of social science: psychology, manage-

ment, law, sociology and organisational theory. The competencies associated with company management can be defined as those characteristics which favour the successful management of a small and medium-sized enterprise (SME).

Both types of competencies - general and specific - are personal characteristics, which it is possible to change and modify, for example through training. They vary between different employees and even within the

same employee in different circumstances.

Nowadays it seems that the new challenge is not only competence management but also talent management. Talent has become a key element in the economy, and regions develop advantages based on their ability to mobilize quickly the best people, resources, and capabilities required to turn innovations into new business ideas and commercial products. Competencies have become a significant driver of future growth.



General Aim

- Strengthen the survival chances of small and medium-sized enterprises (SMEs).
- Increase their market competitiveness through talent management.

Target Groups

Employees, companies, training and consulting organisations, coaches and trainers.



www.comtalproject.eu

Activities

- Verification of the competence profile of an employee..
- Elaboration of our talent measurement system.
- Elaboration of the guidelines on how to build the company strategy based on the results of talent measurement and an assessment of the employee's potential.
- Preparing national versions of the talent management system.
- Exchanging and adapting training programmes, and training materials (to improve soft competencies) with new organisations and new countries.
- Organising training in the methodology and use of our talent measurement tool with members of the partnership and external organisations .
- Testing of our talent measurement system and training materials by each project partner.

PROJECT CONSORTIUM



ul. Gospodarcza 26,20-213 Lublin,
PL - POLAND
www.oic.lublin.pl



The Innovation Centre, University of Exeter, Exeter, EX4 4RN,
UK - UNITED KINGDOM
www.exeter.ac.uk /
www.marchmont.ac.uk



Výstavní 2224/8, 70900, Ostrava
CZ - CZECH REPUBLIC
www.rpic-vip.cz



Leigh Court Business Centre, Abbots Leigh, BS83RA, Bristol,
UK - UNITED KINGDOM
www.businesswest.co.uk



56 Stavrou Av., Karyatides Business Center, Block A2 - Office 205, 2035, Nicosia, CY - CYPRUS
www.eurosc.eu



Spoorwegstraat 14, 8200 Brugge
BE - BELGIUM
www.syntrawest.be



Lifelong Learning Programme

This project has been funded with support from the European Commission under the Lifelong Learning Programme. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

2012-1-PL1-LEO05-27445-02