



Competency linked to Cost

Based on best practice Enterprise Modelling & Architecture principles



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Introduction

A competency is a cluster of related abilities, commitments, knowledge, and skills that enables a person - or an organizational unit, area or group – to successfully perform "critical work functions" or tasks in a defined work setting. Competencies often serve as the basis for skill standards that specify the level of knowledge, skills, and abilities required for success in the workplace as well as potential measurement criteria for assessing competency attainment.

In order to capture costs related to competencies, Competency linked to Cost is built as a matrix. The matrix is a representation that shows the relationship of captured information between specific decomposed and/or composed cost and competency objects. The core idea of a Competency linked to Cost Matrix is that it typically consists of cost aspects in a list of columns, and another aspect is a set of competency columns (taken from the map), while the third and final aspect being the cross product between the rows and the columns.

This allows for the Competency linked to Cost Matrix to relate (un)familiar objects to familiar objects in the different layers of an enterprise (composition discipline), usually in the form of a diagram, a table or a chart (e.g. rows and columns), thereby outlining direct (and possibly indirect) connection points between different kinds of objects while showing a common pattern of the objects and the relationship between them.

Competency linked to Cost

The Competency linked to Cost Matrix provides you with a detailed overview of the cross relationships between costs and competencies (each identified with a unique name and ID number) that has been identified through the Competency Map, and then associated with the organizational units, areas and groups, enterprise capabilities, organizational functions, resources and actors, roles (organizational, service, process and application), owners (organizational, service, process, application/system, platform and infrastructure), and locations.

How to use the Competency linked to Cost

Identify, document and relate costs to the competencies (each identified with a unique name and ID number) that has been identified through the Competency Map, and then associated with the organizational units, areas and groups, enterprise capabilities, organizational functions, resources and actors, roles (organizational, service, process and application), owners (organizational, service, process, application/system, platform and infrastructure), and locations.

For example:

1. A cost may have multiple yet specific associations with competencies, organizational units, areas and groups, enterprise capabilities, organizational functions, resources and actors, roles (organizational, service, process and application), owners (organizational, service, process, application/system, platform and infrastructure), and locations.
2. Multiple costs may have an association to any single specific competency, organizational unit, area or group, enterprise capability, organizational function, resource or actor, role (organizational, service, process and application), owner (organizational, service, process, application/system, platform and infrastructure), and location.



	What	Where			What	What/Who	Who	What	Who	Where	Who								
What	Competency #	Organizational Unit	Organizational Area	Organizational Group	Enterprise Capability	Resource / Actor	Organizational Role	Organizational Function	Organizational Owner	Location	Service Owner	Service Role	Process Role	Process Owner	Application / System Owner	Application Role	Data Owner	Platform Owner	Infrastructure Owner
Cost 1	#																		
Cost 2	#																		
Cost N	#																		

Table 1: The Competency linked to Cost Matrix.

Please note that the objects we have listed here are the most typical objects that are commonly used within a Competency linked to Cost Matrix, but there may be more (or fewer) relevant objects that are used within your organization. If that is the case, feel free to either add new ones, or remove any objects that are not relevant, or are otherwise unimportant, for this particular map.

Also note that the objects might have a different name in your organization, so make sure to adapt the objects of this artefact so that it fits to the taxonomy of your organization.



The objects involved with Competency linked to Cost is shown in Table 2.










Objects used with Competency linked to Cost		
Notation	Name	Description
	Organizational Competency	An integrated and holistic set of related knowledge, skills, and abilities related to a specific set of resources (including persons and organizations) that - once combined - enables the enterprise to do something well.
	Organization (organizational units, areas and groups)	An arrangement or formation of resources that has a set of collective goals.
	Enterprise Capability	An enterprise capability is an abstraction that represents the ability to perform a particular skillset (i.e. products, personal competencies, business functions, processes, services, and technology).
	Resource	A specific person, expertise, data, information, material, machine, land, capital or organization that is required to accomplish an activity or as a means to act on behalf of the enterprise to achieve a desired outcome.
	Actor	Any person, organization, or system that may be assigned one or more roles. Actors may be internal or external to an organization.
	Organizational Function	A cluster of tasks performing a specific class of jobs.
	Role (organizational, service, process or application roles)	A part that something or someone has the rights, rules, competencies, and capabilities to perform. A resource and/or actor may have a number of roles (i.e. process role, service role or application role) and many actors may be assigned the same role.
	Role (organizational, service, process, application/system, platform or infrastructure owners)	A part that something or someone has the rights, rules, competencies, and capabilities to perform. A resource and/or actor may have a number of roles (i.e. process role, service role or application role) and many actors may be assigned the same role.
	Location	A point, facility, place or geographic position that may be referred to physically or logically.

Table 2: Objects typically associated with the Competency linked to Cost Matrix.

19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100				
Organization	Organizational Competency	Organization (organizational units, areas and groups)	Enterprise Capability	Resource	Actor	Organizational Function	Role (organizational, service, process or application roles)	Role (organizational, service, process, application/system, platform or infrastructure owners)	Location	Application Component	Application Module	Application Feature	Application Function	Data Component	Data Object	Platform Component	Platform Device	Infrastructure Device	Infrastructure Function	Business Object	Product	Contract	Service Contract	Process	Application Task	Application Service	Information Object	Application/ System Flow	Data Service	Data Flow	Platform Function	Platform Service	Infrastructure Feature	Infrastructure Service	Business Rule	Business Compliance	Location	Business Service	Service Flow	Event	Gateway	System Measurement	Application/ System Report	Application/ System	Application Role	Data Rule	Data Compliance	Platform Rule	Platform Compliance	Infrastructure Rule	Infrastructure Compliance	Business Channel	Business Media	Business Workflow	Service Rule	Service Channel	Process Flow	Process Rule	Application Role	Application Competency	Application Media	Application Channel	Data Media	Data Channel	Platform Media	Platform Channel	Infrastructure Media	Infrastructure Channel	Force	Driver	Vision	Mission	Expectation	Value Proposition	Strategy	Goal	Objective	Quality	Risk	Security	Measure	Report	Time	Monitor	Control

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