

Testimonials

Participants in Workitect's Building Competency Models Workshops said:

"The instructor's experience really brought the workshop to life."

Charles Bellas
VP Manager, Employee Development
First Commonwealth

"I had experience developing competency models before I came to this course, but had no standard process. I know that I can go and use this process in my organization."

Allison Moreland
Founder, Learning Solution Designer
Learning in Bits

"I liked the balanced approach to group discussion and projects, and also examples provided."

Kevin Gaffney
HR Manager
DeCrescente Distributing Company

"This program met my needs and those of my department exactly!!!!"

David Brown
Manager of Corporate Operations
Government of NL, Canada

"Great Job!"

Pat Connelly
Director of HR
Peace Corps

"Three days of development well spent! Practical application!"

Patricia Duane
VP of HR
AICPA

"Workitect provided a great learning experience providing a basic simple way of developing competencies models on my own."

Robin Lynn Juliano
Manager I.T. Competencies
Excellus Health Plan

"Very different way to look at competencies than we have used traditionally. Refreshing & Challenging!"

Steve Hastings
Training Manager
National Park Service

"Excellent program, clearly explained the value of building and using competency models to improve performance. Provided the critical 'how to skills'. Offered theory and application which is rare in most training programs."

Joan Strohauer
Education Programs Consultant
Department Personnel ADM

"Great Class!"

Debbie Dolenga
Personnel Administration
State of California D.P.A.

"Very effective trainer provided very useful information, very knowledgeable and great facilitator."

Ginny Chang
HR Modernization
State of California – D.P.A.

"For practical application and real world scenarios, you can't beat this session to bring to life how the competency model is planned, generate, and communicated in your organization."

Elaine Angelo
Training Manager
DeCrescente Distributing Company

"Great program that cuts to the chase regarding competencies!"

Dave Lanphear
HRD Analyst
QBE Insurance

"The Building Competency Models workshop provided capstone knowledge to my previous learnings on behavioral interviews performances management and other similar knowledge. It provided an in-depth view into the world of competencies. I am walking out with the ability to start using the information immediately."

Mary Hladio
Managing Partner
Ember Carriers

"I now have all the tools to begin building our company's competency models."

Joanne Hickey
DeCrescente Distributing Company

"A great session, very productive for me personally. I learned a lot of new things I will be better at building competency models."

Alberto Arroyo
Assessment & Development Consultant
Corporate Insights

"Competency modeling is an essential process for all organizations. After completing this workshop, I feel well equipped with the knowledge and skills to help communicate, develop, and implement competency models for our organization."

Latsamy Visetsin
OD&L/HR Manager
Brigham & Women's Hospital

"Richard is very knowledgeable and has an engaging style. Exceptional Training!"

Angela Crutchfield
Director Organization Development & Learning
Brigham & Women's Hospital

continued

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continued

"With all honesty this was the best use of my time and the company's money. I gained an incredible amount of knowledge and insight into the end-to-end process of building competency models."

Lori Cotto
Manager of Learning and Development
Samsung

"After participating in Workitect's Competency Modeling Workshop, I know that I can go back to the job and implement the process with competence and confidence."

Lain Adams
Learning and Development
Macerich Co.

"Great systematic learning experience I enjoyed the interaction with other attendees. Dick was superb, a great trainer, facilitated the class well, kept us moving through the materials."

Bonnie Russell
National Recruitment
Office of the Comptroller of the Currency

"This course is effective at presenting theoretical concepts and practical applications."

Jenna Schofield
Consultant

"Very relevant, good information and great tools."

Teresa Weiby
Competency Practice Lead
Cargill, Inc.

"This is a practical 'hands on' approach to building competency models for those planning to develop one immediately. One excellent workshop materials are rich reference sources. When you are faced with actual implementation of your project."

Ephrain Osunde
L & D Advisor
Chevron Nigeria Ltd

"I went from zero knowledge of the subject to a comfort level in the three days."

Brenda Deming
Director of Benefits & HR

"The model was exceptionally laid-out and explained so that we could take back and implement."

Ellen Hyslope
Sr.HR Business Partner
Middleburg Bank

"This program teaches you valuable information that will benefit your entire HR process from recruiting, performance management, and to succession plans."

Marilen Mateo-Butler
HR, Education and Training
Mead and Hunt, Inc.

"Good for an experienced HR professional looking for some tools and resources to add their bag of tricks."

Lindsay Evans
Training and Development
Chatham Financial

"I have attended seminars where halfway through the session, I knew that the session, I knew that the material would end up "on the shelf". This has been an excellent seminar with relevant and useable information and data. I will refer to the material over and over. Thank you for sharing so much!"

Kim Elbers
HR Manager
The First National Bank in Sioux Falls

"Brilliant program with an unimaginable amount of resources."

Bolaji Olagunju
HR
Workforce Management Centre

"After this program, I am more confident in my understanding of competencies as well as my ability to design and implement them."

Ellie Wilson
HR Generalist
Cooley Dickinson Hospital

"The program was a great introduction to competency models, how to design and how to deploy them in your organization. The facilitations helped me tie in our actual situations and utilized case studies to make the concept real."

Amanda Cole
Training and Development Manager
Wesco International

"The abundance of useful tools, templates and examples amazed me. These are things I can put to use immediately to drive performance through competency models in my business unit."

David DeAngelis
Director, Technology Training & Support Services
GTech Corporation

"Dick was a great trainer – very knowledgeable, humorous/engaging. Love the succession planning piece!"

Sandra Rosenau
CPS Human Resource Services

"The amount of information provided in this course exceeds expectations and can be valuable regardless of previous experience with competency models. The novice and the expert can benefit."

Kalaide Holmes
Human Capital Analyst
US POD/US Army

"This course was fantastic. It gave us the perfect beginning in helping us take our organization to the next level."

Anthony Andrade
Training Manager
GTech Corporation

continued

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continued

"Not often I find executive training that is designed carefully with practical application in mind! It really provides a great deal of value to any corporation looking to build or improve their competency model."

Rodrigo Tempestini
Training Manager
GTech Corporation

"Very good session for any HR professional who needs to know all the nuts & bolts of competency models."

Vincent Apolloni
Corporate HR Manager
Suncoke Energy

"Dick, Ed and Terry did an excellent job of developing and delivering an extremely valuable workshop with solid concepts, practical tools, great examples, and live practice. It couldn't have been better for me."

Paul Corona
Director of Learning & Organizational Development
Northwestern University

"Great whistle-stop tour through development and application of Competency models. Thanks."

Tracey Foster
Manager of International Volunteering
CUSO-VSO

"Very comprehensive coverage of subject matter."

Rich Miller
Director of Compensation
Northwestern University

"Really gives you a clear understanding of what Competencies and Competency behaviors are and how you can apply them."

Sandra Smith
Instructional Designer
Sandia National Labs

"In addition to meeting course objectives, this course is an excellent opportunity to learn about what other companies/industries are doing in this area."

Adele Montoye
Mgr., Training, Awareness & Tech. Communications
Sandia National Labs

"Excellent course. Very valuable learning. Thank you so much!"

Kelly Turner
Business Operations Manager
FISERV

"Great course!"

Bob Murray
Human Resource Specialist
Bureau of Engraving & Printing

"Great content. Workitect may be able to create/serve a new market by adapting the program to small employers. Thanks."

Kelley Ahuja
Chief Administrative Officer
Institute of Food Technologies

"The program provided me with a concise and thorough process to develop a Competency model. And in addition, tools are provided for each component in the model, including tools to apply the new model. The program is great!"

Maritza Zaenger
V.P., H.R. Cole-Parmer & Field Operations
Thermo Fisher Scientific

"Excellent program. Well organized and practical. Good Job Dick!"

Raquel Reiz
Sr. Training and Development Specialist
Pall Life Sciences

"I wish I had been able to attend this course immediately when I started working in the Competency space. I learned a lot and now I have some tools to contribute to company success in the Competency arena."

Meg Dzik
Competency Mgr. & Soft Skill Consultant
Chevron

"Great tools for building competencies!"

Heidi P. Bolton
V.P. of Human Resources
Security Finance

"This workshop provided excellent materials and great examples, demonstrating the talent management tools of competency modeling and use in recruitment, promotion, career planning, performance appraisals and succession planning."

Kathleen Moldenhauer
S.V.P. Human Resources
Pall Life Sciences

"An excellent introduction on how to bring competencies into your organization. Knowledgeable faculty spent time to make the seminar successful."

Kate Sowath
Director, Education
Bayhealth Medical Center

"Excellent. Very relevant program. Workitect clearly cares about providing value to it's customers."

Donna Worrell
H.R. Manager
Bermudez Biscuit Co, Ltd.

"This is absolutely the most practical and relevant seminar workshop I have attended in my professional career. I can take back what I learned and apply it immediately."

Michelle Kommer
Vice President, Human Resources
Otter Tail Corporation

"This is exactly what I was looking for. It'll help make a long bumpy road, shorter and smoother."

Lisa R. DeGuzman
Human Resource Director
Miami Township

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Participants in WorkitECT's Building Competency Models Workshops said:

continued

"Excellent program, very comprehensive and provided us with many useful tools to use in our organization. Great facilitation, very generous with sharing information."

Carina Stern
Staff Development
United Nations

"Great workshop! Lots of opportunities to practice and apply the content."

Doug Kueker
Director, Learning Services
Vivayic, Inc.

"Great class for first time competency managers."

Joellen M. Jarrett
Sr. Program Analyst
United States, Dept. Of Energy

"The WorkitECT Competency workshop provided the process and tools we needed for immediate implementation."

Craig Rebich
Sr. Learning Strategist
Vivayic, Inc.

"The information will be so helpful to our interviewing processes, as well as our development plans."

Mary Ellen Mix
Human Resources
Alstom Power, Inc.

"The resource guide will be especially helpful."

Louise H. Smoah
Manager, Employment
Edison Electric Institute

"Great information and resources to get anyone started in building competency models. You will walk away with the tools at your fingertips to get the job done."

Kelly Morris
Sr. Instructional Designer, H.R. Org. Effectiveness
Franklin Templeton Investments

"Thorough program with great examples, and instructors with real world experience."

Kim Ort
Human Resources
Kraton Polymers

"The workshop is a fantastic blueprint to follow; not a seminar filled with theory and philosophical thought which do you no good in the real world."

Kim Dorer
Director, Talent Management
Spectrum Health Medical Group

"Simple, practical and valuable."

Mike Schick
President
Talent Development Solutions

"Excellent three day workshop that provides you with significant information and practical tools that can be applied immediately to the workplace. For the Sr, Management/Executive level, the three day workshop provides a well balanced level of detail in assisting in the decision making process on whether or not to engage in competency modeling."

Mary Duncan
V.P. Human Resources
CAA, South Central Ontario

"I am concluding the program feeling confident in my ability to go back to the office and implement what I learned."

Victoria Baker
Manager, Operations
Thompson Rivers University

"Great program that provides me a clear understanding of competency models, and provided me the ability to do it myself. Great presenters with a deep amount of practical experience."

Rich Stewart
Executive Director, Non-Gaming Operations
Cypress Bayou Casino

