

Annexure-5

An indicative lists of some of the generic competencies at organization level

List-1	List-2
<p>A-LEADERSHIP a) Sharing Responsibility b) Holding People Accountable</p> <p>B-INTERPERSONAL INFLUENCING a) Impacting & Influencing b) Communicating ,Listening, Understanding & Responding c) Networking d) Teamwork</p> <p>C-MANAGERIAL EFFECTIVENESS a) Result Orientation b) Commitment To Learning c) Client Servicing Orientation d) Concern For Environmental Changes e) Flexibility f) Organizational Awareness g) Planning And Initiation</p> <p>D-PROBLEM SOLVING a) Strategic Orientation b) Analytical Thinking c) Innovative Thinking d) Conceptual Thinking e) Decision Making</p>	<p>A-INTELLECTUAL COMPETENCIES a) Cognitive Capacity b) Creativity</p> <p>B-FUTURE-BUILDING COMPETENCIES a) Visioning</p> <p>C-MANAGEMENT COMPETENCIES a) Organizational Awareness b) Teamwork c) Partnering</p> <p>D-RELATIONSHIP COMPETENCIES a) Interpersonal Relations b) Communication</p> <p>E-PERSONAL COMPETENCIES a) Stamina /Stress Resistance b) Ethics and Values c) Personality d) Behavioural Flexibility e) Self-Confidence</p> <p>F- KNOWLEDGE LEVEL COMPETENCIES a) Operational knowledge b) Numerical interpretation c) Identifying Bottlenecks and rectifying them d) Knowledge of concerned functional area.</p>