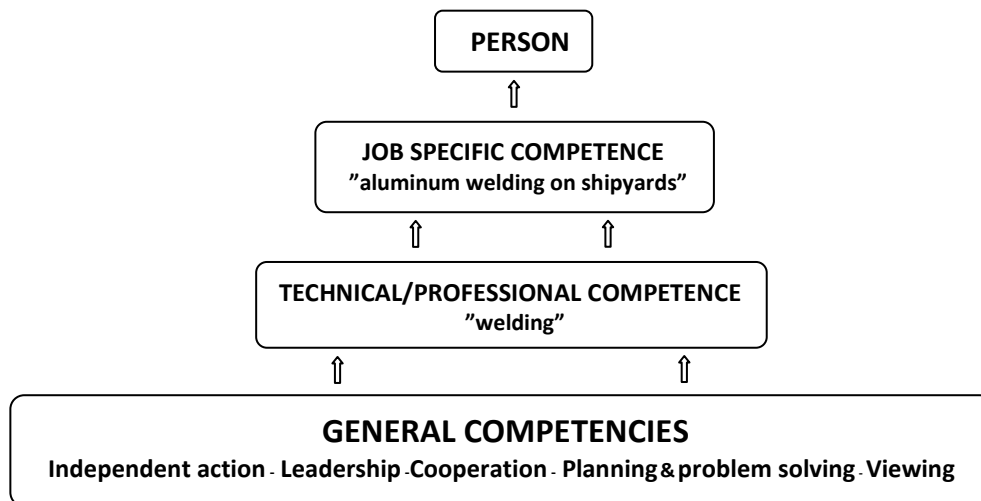




wopi™ competency architecture

For acquisition & development of individual & team competencies in line with the organization's goals. Architecture's main pillars are competency drivers (wopi+wopi-m) and competent behaviors (wopi360) across five general competencies: independent action, leadership, cooperation, planning & problem solving and viewing.



Users of following tools include Finland's biggest private employer, biggest recruitment consultancy and biggest coaching consultancy. Certified Wopi users amount currently to over 1300 (persons).

ACQUISITION - recruitment - onboarding - placement - auditing - talent management

Wopi - self-report inventory of 14 motive, thinking and attitude drivers. HR specialist's tool for recruitment & coaching.

Wopi-m - brief version of Wopi for 7 motive drivers. Manager's tool for recruitment & onboarding.

Job & career - Person matching - template for matching individuals to jobs.

DEVELOPMENT - career planning - coaching - performance management - outplacement

Wopi - self-report inventory of 14 motive, thinking and attitude drivers. HR specialist's tool for recruitment & coaching.

Wopi-g - workgroup members' average scores on Wopi indicate the group's collective drivers.

Wopi-Workgroup Behaviours - group members' appraisal of behaviors occurring in the group.

Wopi360 - 30+15 questions for appraisal of managers' + non-managers' behaviors.

FOCUSED COACHING

Stress-Coping styles (CS) - Learning styles (LS) - Leader roles (LR) - Team roles (TR)

Online tools with 50 self-report questions for focused coaching

Wopi architecture is currently delivered online in 13 languages www.wopi.net



Elements of competent work

Competent INDEPENDENT ACTION

- focused and quality oriented
- competitive and results oriented

Competent LEADERSHIP

- determined and direction giving
- inspiring and uplifting

Competent COOPERATION

- communicating
- advising
- listening

Competent PLANNING & PROBLEM SOLVING

- fact and idea oriented
- focused and broad definitions
- standard and creative solutions
- controlled and risk-taking implementation

Competent VIEWING

- handling ambiguity-change
- expecting success
- self-reflection