ITPE CONFERENCE
12TH OCTOBER, 2020

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• High degree of obsolescence that does not allow an effective mapping of internal resources

• Needs (mapping skills, development paths, professional identity to professionals, maximize organizational effectiveness and efficiency, use of external resources on the basis of job roles, etc.)

• The first version in 2015 and last version today
WHY DID YOU CHOOSE TO USE THE E-CF?

• The important definition:
  "a demonstrated ability to apply knowledge, skills and attitudes to achieve observable results".

• Competence level (proficiency)

• Customization of knowledge and skills

• The standard refers to skills, and profiles are proposed and customized according to the needs
The structure of the e-CF and its customization features allow to carry out skill mapping / skill inventory.

Having a skill mapping allows to have the right person in the right place or to create congruent and operational teams integrating the various skills needed.

The structure (framework) of the e-CF (competence, proficiency, K&S) adopted for all Poste Italiane processes, personalizing it to the various professional families, provides a congruent and univocal approach in the management of the skills.
What are the lessons learnt / take-aways that you could share with other organisations that are facing similar challenges?

How to manage and integrate the e-CF into the organization

- Challenges encountered (Engagement, Communication, Training on e-CF)
- Method (Approach, Process, Skill inventory, Maintenance)
- And Today: EXTEND TO NON-ICT. Same methodology for all the company families, to foster equity and standardization