

20-20 MDS™ Competency Matrix



Making decisions and weighing risk
Appraising people and performance
Training, coaching and delegating
Thinking clearly and analytically
Counseling and disciplining
Setting goals and standards
Getting unbiased information
Listening and organising
Identifying and solving problems
Planning and scheduling work
Giving clear information
Managing and prioritising time
Contextual thinking
Change orchestration
Reciprocal communication
People enablement
Creative assimilation
Driving persistence
Emotional intelligence
Directional clarity

Competency	Making decisions and weighing risk	Appraising people and performance	Training, coaching and delegating	Thinking clearly and analytically	Counseling and disciplining	Setting goals and standards	Getting unbiased information	Listening and organising	Identifying and solving problems	Planning and scheduling work	Giving clear information	Managing and prioritising time	Contextual thinking	Change orchestration	Reciprocal communication	People enablement	Creative assimilation	Driving persistence	Emotional intelligence	Directional clarity
Level A																				
1. <i>Personal Development 1</i>						✓			✓	✓		✓							✓	✓
2. <i>Understanding and Managing Yourself</i>						✓				✓		✓							✓	✓
3. <i>Effective Leadership 1</i>													✓	✓	✓	✓	✓	✓	✓	✓
4. <i>Problem Solving and Decision-making</i>				✓			✓		✓		✓			✓	✓	✓	✓	✓	✓	✓
5. <i>Coaching and Getting the Best Out of Others 1</i>			✓				✓		✓		✓								✓	✓
6. <i>Effective Communication 1</i>							✓	✓					✓		✓					
7. <i>Developing Teams 1</i>		✓	✓							✓	✓		✓			✓				✓
8. <i>Handling Poor Performance 1</i>			✓		✓		✓				✓									✓
Elective																				
1. <i>Emotional Intelligence</i>									✓										✓	
2. <i>Win/Win Negotiation</i>							✓	✓	✓		✓							✓		✓
3. <i>Effective Meetings</i>							✓	✓		✓		✓							✓	✓
4. <i>Recognising and Valuing Differences</i>							✓	✓							✓				✓	
5. <i>Working With Others</i>				✓			✓	✓	✓		✓				✓				✓	
Level B																				
1. <i>Personal Development 2</i>						✓			✓	✓		✓							✓	✓
2. <i>Effective Leadership 2</i>													✓	✓	✓	✓	✓	✓	✓	✓
3. <i>Creativity and Innovation 1</i>										✓			✓		✓	✓	✓	✓	✓	✓
4. <i>Coaching and Getting the Best Out of Others 2</i>			✓				✓		✓		✓								✓	✓
5. <i>Effective Communication 2</i>							✓	✓			✓		✓		✓					
6. <i>Managing in Context 1</i>	✓	✓											✓	✓	✓			✓		
7. <i>Managing Change 1</i>	✓	✓		✓										✓	✓					
8. <i>Customer Focus</i>								✓	✓						✓	✓				
9. <i>Handling Poor Performance 2</i>			✓		✓		✓				✓									✓
10. <i>Improving Financial Performance 1</i>				✓		✓	✓			✓										
Elective																				
1. <i>Managing Information and Systems</i>				✓			✓	✓	✓						✓					
2. <i>Operations Management</i>	✓					✓	✓	✓		✓		✓			✓					
3. <i>Selection and Placement</i>							✓	✓									✓			
4. <i>Developing Teams 2</i>			✓	✓						✓	✓					✓				✓
5. <i>Presenting to Groups</i>				✓							✓				✓	✓	✓			
Level C																				
1. <i>Effective Leadership 3</i>													✓	✓	✓	✓	✓	✓	✓	✓
2. <i>Corporate Strategy</i>	✓			✓		✓							✓	✓	✓	✓	✓	✓	✓	✓
3. <i>Effective Communication 3</i>								✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓
4. <i>Managing Performance and Projects</i>		✓	✓	✓		✓						✓			✓	✓	✓	✓	✓	✓
5. <i>Corporate Finance</i>	✓			✓		✓							✓	✓	✓	✓	✓	✓	✓	✓
6. <i>Managing Change 2</i>	✓	✓		✓									✓	✓	✓	✓	✓	✓	✓	✓
7. <i>Managing in Context 2</i>	✓	✓											✓	✓				✓		
8. <i>Budgeting and Investment Appraisal</i>	✓	✓			✓				✓						✓	✓				
9. <i>Developing Individual Potential</i>			✓	✓			✓								✓	✓				
10. <i>Improving Financial Performance 2</i>				✓		✓	✓			✓										
Elective																				
1. <i>Managing Risk</i>	✓	✓		✓			✓					✓					✓			
2. <i>Creating a Productive Work Environment</i>			✓	✓								✓		✓		✓		✓		
3. <i>Continuous Improvement</i>			✓	✓			✓											✓		
4. <i>Developing Teams 3</i>			✓	✓						✓	✓				✓	✓				✓
5. <i>Creativity and Innovation 2</i>										✓			✓		✓	✓				

■ Self ■ Information ■ People ■ Activities ■ Resources ■ Management Competencies ■ Leadership Competencies.