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Competencies for the future
or how to prepare
students to integrate
international work
environment?

What are competencies?

Why are competencies important?

From the university to the world of work——how to be successful?
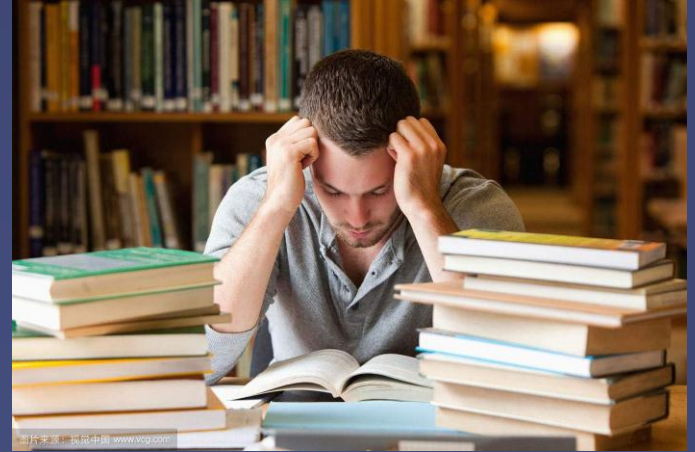
Respect of Diversity

Communication

Teamwork

What are competencies?

- The term "competencies" refers to a combination of skills, attributes and behaviors that are directly related to successful performance on the job.

- Competence vs. Competency

- Core competencies

- Managerial competencies

Why are competencies important?

Defining competencies is important for the organizations and for the staff. Competencies are forward-looking. They describe the skills and attributes as well as expected behaviors staff and managers will need in order to build, maintain and develop organizational culture and future development needs.

Why are competencies important?

Competencies provide a sound base for consistent and objective standards by creating shared language about what is needed and expected.

From the university to the world of work
——how to be successful?

From the university to the world of work ——how to be successful?

Forget what you have learned in the university and start to learn your job.

- Is it sufficient to give the students only the knowledge of different disciplines?

- Is it sufficient to master the subject matter and to be an expert in the given area to be successful in the work environment?

From the university to the world of work ——how to be successful?

- In the modern work environment expert knowledge is only the part of the requirement still extremely important but not sufficient. Introduction of the competency training in the study program would complement the preparation of students to face their realities of the world of work.

Respect of Diversity

Respect of Diversity

- Works effectively with people from all backgrounds

- Treats all people with dignity and respect

- Treats men and women equally

- Shows respect for and understanding of diverse points of view and demonstrates this understanding in daily work and decision-making

- Examines own biases and behaviors to avoid stereotypical responses

- Does not discriminate against any individual or group

Communication

Communication

- Speaks and writes clearly and effectively

- Listens to others, correctly interprets messages from others and responds appropriately

- Asks questions to clarify, and exhibits interest in having two-way communication

- Tailors language, tone, style and format to match the audience

- Demonstrates openness in sharing information and keeping people informed

Teamwork

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- Works collaboratively with colleagues to achieve organizational goals

- Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others

Teamwork
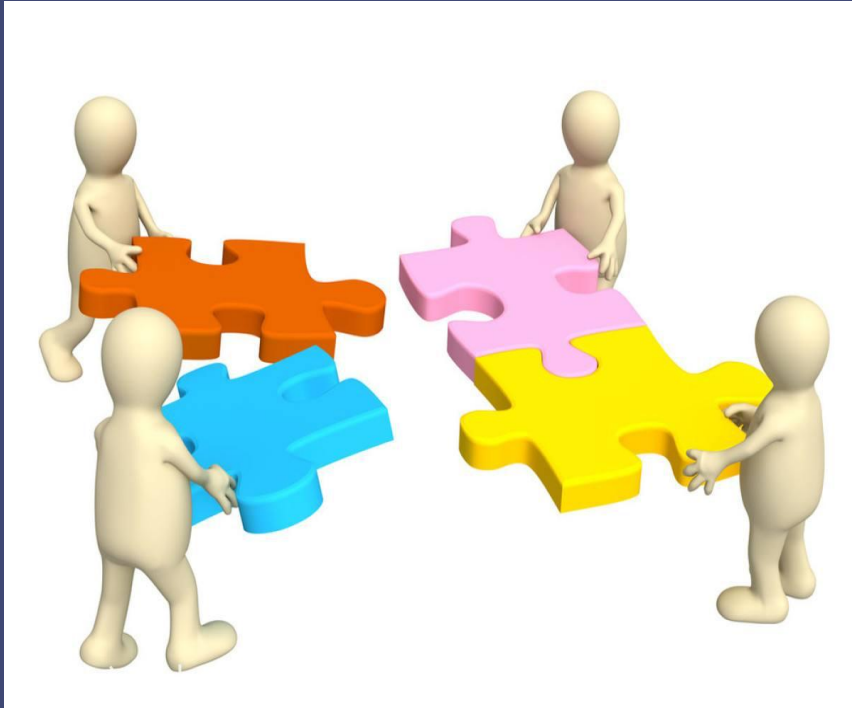
- Places team agenda before personal agenda

- Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position

- Shares credit for team accomplishments and accepts joint responsibility for team shortcomings

感谢聆听

Thank you