# Organisational capability development OCDV

Providing leadership, advice and implementation support to assess organisational capabilities and to identify, prioritise and implement improvements.

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| **Guidance Notes:**Activities may include, but are not limited to:* selecting, adopting and integrating appropriate industry frameworks and models to guide improvements
* using capability maturity assessments, metrics, process definition, process management
* building repeatable and reliable capabilities through a process of trial, feedback, learning and continual evolution
* developing appropriate techniques, tools and enhanced skills
* designing and delivering integrated people, process and technology solutions to deliver improved organisational performance in line with strategic plans and objectives
* identifying organisational priorities for enhancing performance, satisfying new business opportunities or responding to external drivers.

The scope of improvement is typically organisation-wide but may also be highly focused on areas such as, but not limited to, business agility, software development, systems development, project delivery, service integration and management, service delivery, information and cyber-security. |

## Level 5

Contributes to identifying new areas of capability improvement within the organisation which may be enhancements to skills, technology or processes.
Develops and maintains a detailed knowledge of capability improvement approaches and techniques and selects appropriate approaches for the organisation.
Carries out capability improvement assignments, such as maturity or performance assessments to identify strengths and weaknesses. Selects and prioritises improvement opportunities, generates buy-in and plans improvement activities justified by measurable organisational benefits.
Offers support, guidance, advice and suggestions to help continual improvement activities.

## Level 6

Seeks out, identifies, proposes, and initiates capability improvement activities within the organisation.
Leads substantial improvement programmes. Plans and manages the evaluation or assessment of organisational capabilities. Selects frameworks, approaches and techniques for use.
Takes action to exploit opportunities to deliver measurable, beneficial impacts upon operational effectiveness. Devises solutions and leads change initiatives, including communication, transition and implementation activities.
Monitors international, national, and sector trends in order to establish the needed capability.

## Level 7

Represents and leads organisational capability improvement at the highest level.
Determines the need for strategic organisation-level capability improvement to satisfy the organisation's strategic goals and long-term objectives.
Liaises with the organisation's functions to establish requirements and identifies, proposes, initiates and leads significant organisational capability improvement programmes.
Manages the quality and appropriateness of the work performed and delivers measurable business benefits. Adopts and/or modifies existing capability improvement approaches as necessary.