

SFIA at risual: Making it stick

Charlotte May-Wymer
Head of People

Introductions

- Head of People @ risual Ltd
- CIPD Level 7 accredited
- SFIA Practitioner
- BSc Psychology graduate

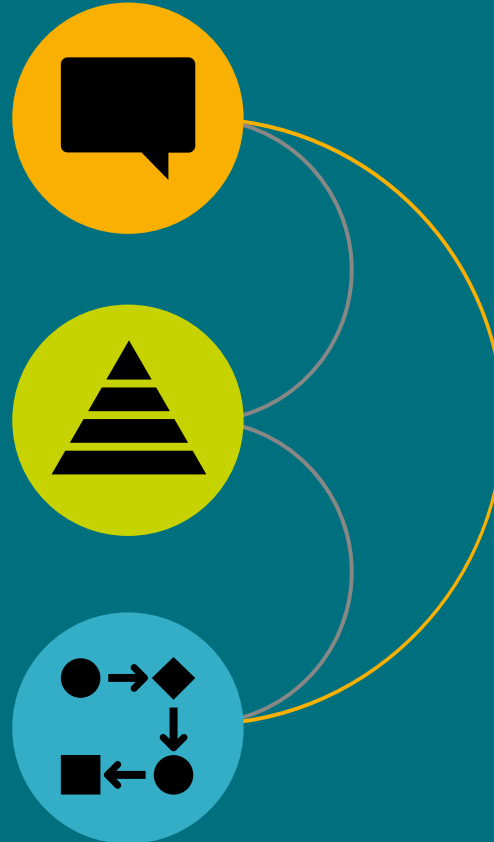


SFIA at risual

A feature of day-to-day language

Across the entire organisation

Integrated with HR activities



Making it stick

Personal ownership

Encouraging individuals to take ownership of their own development through self-assessment

Access to data

Data pulled into easily accessible dashboards

HR System

SFIA evidence and levels stored in Dynamics 365 for HR



Recruitment

Interview questions and behavioural competencies both linked to SFIA

Coaching and mentoring

Identifying gaps and development opportunities





Templates

Useful templates stored on the HR intranet



Drop-in sessions

Monthly sessions available with the HR team for guidance or queries



The processes



Job Descriptions

- “Work @ risual” intranet
- Included in job description documents and job adverts

SFIA

At risual we use the Skills Framework for the Information Age as our skills framework. This is made up of 7 levels of responsibility and more than 100 individual skills. N

4 SFIA alignment

risual uses the SFIA framework as an external reference point for all roles regarding responsibility and skills.

4.2 Skills

This role also references the following SFIA skills but this is not an exhaustive or comprehensive list of the skills identified by SFIA. More information is available on the SFIA website (<https://sfia-online.org/en/sfia-7/all-skills-a-z>):

Skill	Level	Description
GOVN - Enterprise IT governance	5	Reviews current and proposed information systems for compliance with the organisation's obligations (including legislation, regulatory, contractual and agreed standards/policies) and adherence to overall strategy. Provides specialist advice to those accountable for governance to correct compliance

Architect SFIA Skills

In order to ensure that the Architect has the relevant consulting skills, the SFIA Framework has been used to define the skills required and the level that the Architect should be performing at.

These SFIA skills cover the aspects of consulting outside that of the technology focus, however support the activities that need to be carried out competently in order to produce high quality outputs relating to Architecture engagements.

The mandatory SFIA Skills with a description of the criteria for each skill and the corresponding objectives are listed below.

Information Strategy

Enterprise IT governance - GOVN Criteria

The establishment and oversight of an organisation's approach to the use of Information systems and digital services, and associated technology, in line with the needs of the principal stakeholders of the organisation and overall organisational corporate governance requirements. The determination and accountability for evaluation of current and future needs; directing the planning for both supply and demand of these services; the quality, characteristics, and level of IT services; and for monitoring the conformance to obligations (including regulatory, legislation, control, and other standards) to ensure positive contribution of IT to the organisation's goals and objectives.

Enterprise IT governance - GOVN Objectives

1. Include Enterprise IT governance processes, policies or recommendations in-line with the GOVN criteria in produced strategy documentation.

Strategic Planning - ITSP Criteria

The creation, iteration and maintenance of a strategy in order to align organisational actions, plans and resources with business objectives and the development of plans to drive forward and execute

Strategic Planning - ITSP Objectives

1. Include Enterprise IT governance processes, policies or recommendations in-line with the ITSP criteria in produced



Visit the SFIA Foundation Website

Reviews



Pulling the pieces together

SKILLS

Following your self-review, and in agreement with your manager, update your skill level in Talent

REVIEW

Go over your evidence from your performance journal with your manager during your Development Review



PERFORMANCE JOURNAL

Throughout the month update your performance journal with evidence relating to SFIA or your other performance goals

PERFORMANCE GOAL

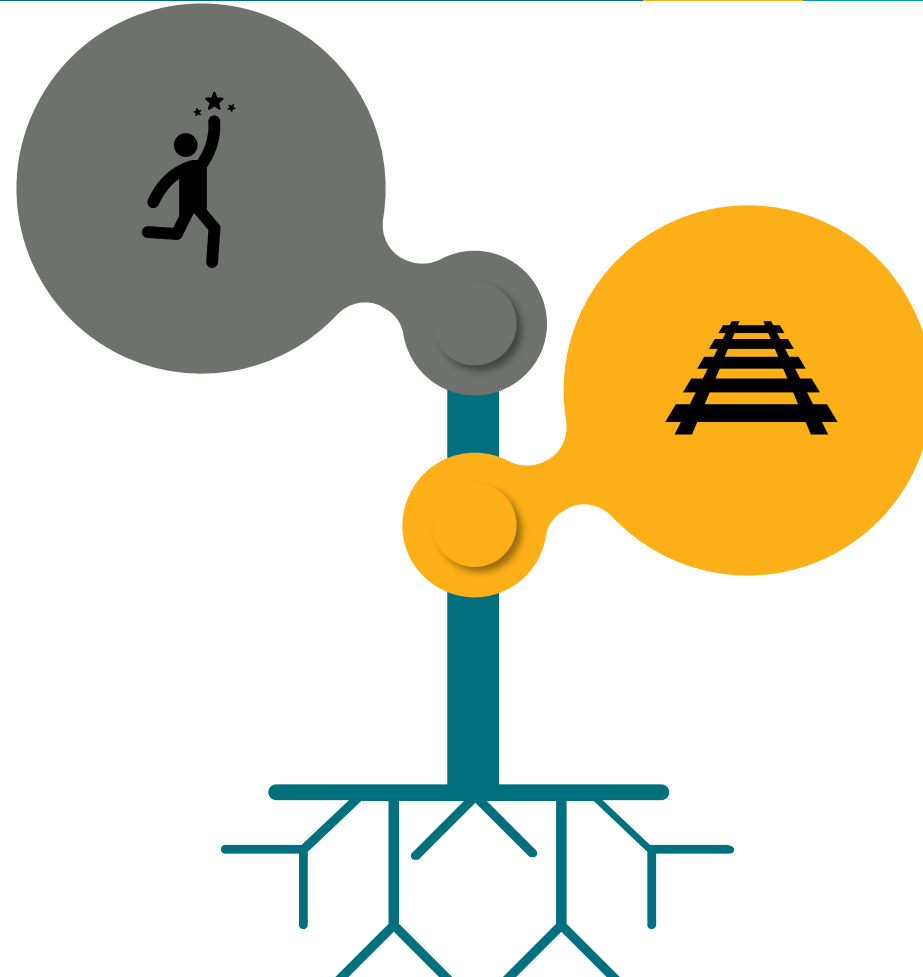
Link your performance journal entries to your performance goals, enter any areas of improvement as goals

The future



Looking ahead

Talent and
succession planning

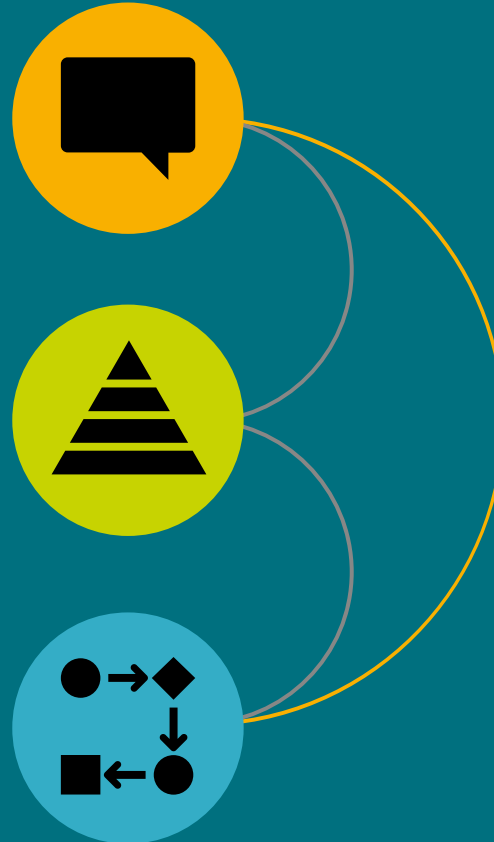


Career pathways

A feature of day-to-day language

Across the entire organisation

Integrated with HR activities



Making it stick

Thank you!

Please get in touch with any further questions, thoughts or comments



CharlotteM@risual.com



[Charlotte May-Wymer | LinkedIn](#)