

Competency Assessment and Professional Development 'The Wright Way'

Competency Assessment, Orientation, Onboarding, Succession Planning, Leadership Competency Assessment, and Professional Development Support
... for an ever-changing world that creates a strong caring, professional, and competent culture.

Our Comprehensive Competency Support...

- Provides a more meaningful approach to competency that actually has an impact on patient care
- Is proven to save time and money by changing your competency assessment process
- Strengthens shared governance and increases staff retention by creating staff voice and ownership
- Helps your organization move from Basic Checklist Orientation to a Tiered Orientation Model
- Helps you create Leadership Competencies and Succession Planning and tracking in your competency process (this can apply to all Leaders or specific to Nursing Leadership Competencies based on AONL Competencies for Nurse Leaders)
- Includes developing Attitude Competencies, Relational Competencies, and Float Pool/Flex Staff Competencies
- Can help you re-organized your performance review process to better help supervisors to review performance and respond to employee situations
- Provides PTAP Document Review and Feedback, as well as accreditation visit prep
- Can help you automate Competency Identification and Tracking Systems. Our systems can help you actually select the right competencies, not just track completion.

What Our Clients Say About Our Competency Support:

"This model strengthens shared governance!"

"Staff and Leaders collaborate on strategic goals together through competency assessment."

"The competency process became more meaningful."

"We saved time and money from our previous way of doing competencies."

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Ongoing Competencies Systems

- Starting your journey with ongoing competencies and using The Wright Competency Assessment Model™ builds a culture of ownership, empowerment, and accountability.
- Allow you to incorporate quality data into the competency identification process.
- Help you learn how to stop the “Spray and Pray” approach to competency.

Initial Competencies Approaches

- Do a full assessment of the complexity of your current orientation/onboarding process
- Re-organize the orientation/onboarding processes to align with the complexity assessment
- Explore Skill-based Orientation VS Tiered Orientation
- Make orientation more meaningful

Cloud-based software to manage competency systems

- Track and manage competency completion
- Communicate the strategic plan from executive level to staff and vis versa
- Use quality data to select competencies