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Sustainable Transformation & Effective Competency Management Practices in Nuclear Organizations

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Managing essential knowledge as a strategic organizational asset is a factor of utmost relevance in today's nuclear organizations. The author considers evident that competencies are critical carriers of knowledge. As such the use of an appropriate competency model could be the most effective way to capture the present reservoir of explicit and tacit Knowledge of specific functions or organizational areas. Besides, we could use them for new or other redesigned functions or determine the needs of specific competencies for future positions. Therefore, appropriate competency models or systems have to be developed or updated in each nuclear organization since these are fundamental for managing more effectively and efficiently the present nuclear human capital and to forecast the evolving competence required in management, technical, scientific and safety areas to continuously ensure a highly competent nuclear workforce. On the other hand, competency based management models or systems would not achieve the expected results if they are not fully designed and integrated within the strategic organizational infrastructure of the related nuclear organization. This paper is expected to provide a wider view and practical reflections on organizational transformation issues and the benefits of using an integrative competency model in the nuclear industry. Particularly, the paper give an insight of an empiric model for strategic organizational transformation processes and integrative management practices, and on how to realign strategic issues with top management processes and build organizational capacity through effective competency based management for the sustainable transformation of nuclear organizations.

Country or International Organization

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