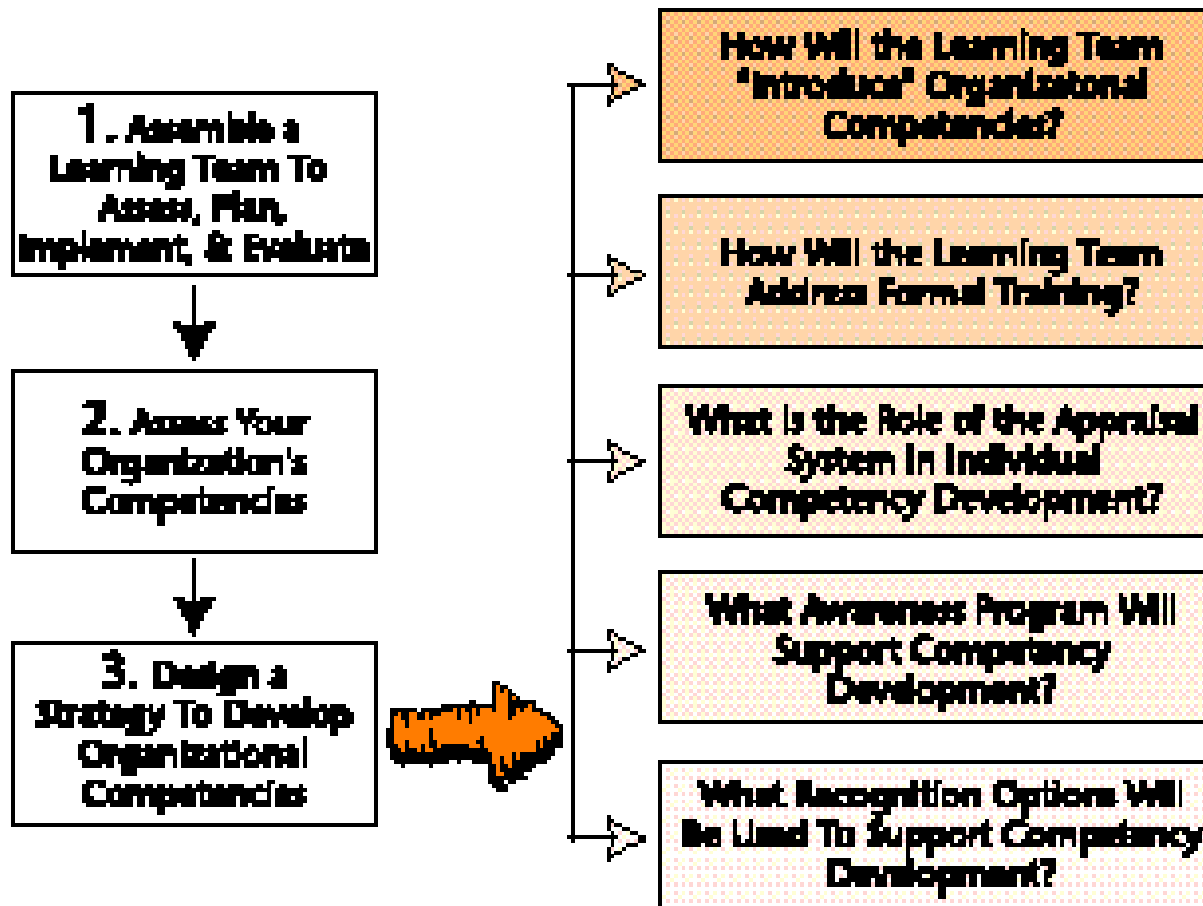


# Ensuring Your Success: Institutionalizing Organizational Competencies

To ensure your success, we recommend you consider adopting a process similar to the one below.



Keys to establishing an effective learning environment:

- The participation of senior management in the learning process, including acting as coaches, mentors and role models
- Enthusiastic credentialed/supervisory personnel who take advantage of competency development opportunities
- Human resource support for monitoring the learning approaches and progress
- Learning Team strategy and ongoing commitment to the process