GE SOFTWARE CAPABILITY MODELS
FAQS

Getting Started

Q> What is a Capability Model?
A> A Capability Model is the unifying framework for development – it describes many of the core expectations and required capabilities to develop, perform & grow successfully within Software at GE.

Q> Do other GE functions utilize Capability Models?
A> Yes, many including Marketing, Sales, IT, HR, Sourcing, Risk, Finance, etc. use capability models to enhance employee development.

Q> Who developed these models?
A> The capabilities and expectations identified represent the work and input of many GE Software employees within their respective disciplines – both legacy GE & newly hired. These teams examined what capabilities were common across each of the SW disciplines and then used those to create these models.

Q> What does it do for me as an employee?
A> The Capability Model is a developmental tool. It will help you learn and grow your software capabilities, making you better prepared in your current role and as you think about new roles at GE.

Develop & Grow

Q> Some of the capabilities in this assessment are not applicable to my job. Do I have to assess myself against all capabilities?
A> We understand that nobody could ever be a “strategist” in every capability. However, we expect all to have at least a “general awareness” of all capabilities within your discipline. To that end, you will need to complete the assessment for all capabilities regardless of your specific role.
Develop & Grow (Continued)

Q> Does the tool send my self-assessment (assessment results, learning plan) to my manager?
A> The tool does not send any of your assessment data to your manager. That choice is entirely up to the employee. Employees can print out and save their learnings plans. Note, you can elect to include others in your feedback loop. Please remember that meaningful development involves various stakeholders who are interested in helping you develop, in particular your manager. We do recommend sharing data with managers to help foster a robust discussion about where and how to focus your learning plan.

Q> How often should I complete a self-assessment?
A> You should take the self-assessment at least twice a year. If you change roles we recommend doing it more often. If you have started a new role or are thinking about moving into a new position, the self-assessment can help set baseline expectations and reassess individual learning plans.

Q> What are the connections to our annual performance management process?
A> The Capability Tool does not connect with myLearning, the EMS process, or the Session C process. These processes are separate. The Capability Tool is intended to help you self-assess your proficiency in areas that are generally required in your Software discipline—it does not guarantee job success. As with all learning opportunities, the capability assessment needs to be utilized within the context of your role and overall developmental plan.

Q> How does the Capability Tool impact my future career software at GE?
A> There are a variety of ways. It helps to create a common set of expectations for software employees at GE. For you personally, it will help you learn and grow your Software capabilities, & develop a deeper level of expertise making you better prepared in your current role and as you think about new roles at GE. You now have a clearly defined path to help you achieve your desired proficiency levels.

It is also important to remember that indications of proficiency in specific areas of the Capability Tool do not guarantee readiness for advancement, nor does it guarantee success in your current role. Each role has its own expectations and you should discuss them with your manager to ensure you have identified the capabilities required for success. Please also remember that completion of learning plans does not guarantee advancement.

Q> What do I do after I complete the Capability Assessment?
A> You should analyze your results to determine where there are gaps. You are also encouraged, but not required, to share results with your manager. This can be as simple as a conversation with your manager or a formal approach where you review the entire self-assessment summary. Either approach will help you improve the quality of your development planning.

Q> How will we use the Capability Assessment in the future?
A> Today, it’s about building capabilities and providing you with the right learning opportunities. It is also now being used in the recruiting & hiring processes. In the future we envision even more opportunities around, retaining and benchmarking.
Employee and Manager responsibilities
Effective, consistent application of the Capability Tool across the Software organization is crucial to its success. Here is what we expect of managers and employees in this ongoing developmental process.

RESPONSIBILITIES

Managers
- Take a lead role in communicating
- Communicate and share your knowledge
- Provide clarity of purpose: The Capability Tool is for development SEPARATE from all performance management processes
- Guide your teams
- Actively engage in the personal learning action plans of your employees
- Be a coach and adviser

Employees
- Familiarize yourself with the Capability Tool, the terminology and definitions
- Take the self-assessment
- Use the results to create a personal learning plan
- Pursue all avenues of learning, move beyond coursework
- Seek out feedback from all appropriate parties to pull together a robust developmental assessment and subsequent learning plan (mentor, manager, HR, etc.)