

General

Author: Ben CPM EVENTS

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Included Profiles

Profile Name	Creator - Date or Version
Account Exec SME1	Ben CPM EVENTS - Aug 20, 2013
Account Exec SME3	Ben CPM EVENTS - Jun 18, 2013
Account Exec SME2	Ben CPM EVENTS - Aug 21, 2013
International Sales Manager (Expert Based)	Lominger Limited, Inc. - v1
International Assignments (Research Based)	Lominger Limited, Inc. - v1
Individual Contributor (Research Based)	Lominger Limited, Inc. - v1
Opening New Accounts	Lominger Limited, Inc. - v1
High Potential-Learning Agile (Research Based)	Lominger Limited, Inc. - v1
Leverage our brands, products and services into new sources of revenue	Lominger Limited, Inc. - v1

Profile Notes

This profile was made based on SME input and discussion on alignment of input with research profiles and context. SME's involved include: HR, Peers, VP of Sales, Director of Operations Job Description: Responsible for all sales activities, from lead generation through close. Develops and implements agreed upon plan which will meet both personal and company goals of expanding customer base. Works within the sales and support teams for the achievement of customer satisfaction, revenue generation, and long-term account goals in line with company vision and values.

Competencies

	Essential
2. Dealing with Ambiguity	
12. Conflict Management	
14. Creativity	
15. Customer Focus	
16. Timely Decision Making	
21. Managing Diversity	
24. Functional/Technical Skills	
31. Interpersonal Savvy	
32. Learning on the Fly	
33. Listening	
36. Motivating Others	
37. Negotiating	
39. Organizing	
46. Perspective	
48. Political Savvy	
51. Problem Solving	
52. Process Management	
53. Drive for Results	
56. Sizing Up People	
57. Standing Alone	
58. Strategic Agility	
64. Understanding Others	

Nice to have

1. Action Oriented
4. Boss Relationships
5. Business Acumen
8. Comfort Around Higher Management
9. Command Skills
11. Composure
20. Directing Others
25. Hiring and Staffing
27. Informing
29. Integrity and Trust
34. Managerial Courage
40. Dealing with Paradox
43. Perseverance
45. Personal Learning
47. Planning
49. Presentation Skills
50. Priority Setting
54. Self-Development
60. Building Effective Teams
61. Technical Learning
62. Time Management
63. Total Work Systems (e.g., TQM/ISO/Six Sigma)
65. Managing Vision and Purpose

Not important

3. Approachability
6. Career Ambition
7. Caring About Direct Reports
10. Compassion
13. Confronting Direct Reports
17. Decision Quality
18. Delegation
19. Developing Direct Reports and Others
22. Ethics and Values
23. Fairness to Direct Reports
26. Humor
28. Innovation Management
30. Intellectual Horsepower
35. Managing and Measuring Work
38. Organizational Agility
41. Patience
42. Peer Relationships
44. Personal Disclosure
55. Self-Knowledge
59. Managing Through Systems
66. Work/Life Balance

67. Written Communications

SAMPLE

Factor I: Strategic Skills	Factor III: Courage	Factor VI: Personal and Interpersonal Skills
Cluster A. Understanding the Business	Cluster H. Dealing with Trouble	Cluster N. Relating Skills
5. Business Acumen	9. Command Skills	3. Approachability
24. Functional/Technical Skills	12. Conflict Management	31. Interpersonal Savvy
61. Technical Learning	13. Confronting Direct Reports	Cluster O. Caring About Others
Cluster B. Making Complex Decisions	34. Managerial Courage	7. Caring About Direct Reports
17. Decision Quality	57. Standing Alone	10. Compassion
30. Intellectual Horsepower	Cluster I. Making Tough People Calls	Cluster P. Managing Diverse Relationships
32. Learning on the Fly	25. Hiring and Staffing	4. Boss Relationships
51. Problem Solving	56. Sizing Up People	15. Customer Focus
Cluster C. Creating the New and Different	Factor IV: Energy and Drive	21. Managing Diversity
2. Dealing with Ambiguity	Cluster J. Focusing on the Bottom Line	23. Fairness to Direct Reports
14. Creativity	1. Action Oriented	42. Peer Relationships
28. Innovation Management	43. Perseverance	64. Understanding Others
46. Perspective	53. Drive for Results	Cluster Q. Inspiring Others
58. Strategic Agility	Factor V: Organizational Positioning Skills	36. Motivating Others
Factor II: Operating Skills	Cluster K. Being Organizationally Savvy	37. Negotiating
Cluster D. Keeping on Point	38. Organizational Agility	60. Building Effective Teams
16. Timely Decision Making	48. Political Savvy	65. Managing Vision and Purpose
50. Priority Setting	Cluster L. Communicating Effectively	Cluster R. Acting with Honor and Character
Cluster E. Getting Organized	49. Presentation Skills	22. Ethics and Values
39. Organizing	67. Written Communications	29. Integrity and Trust
47. Planning	Cluster M. Managing Up	Cluster S. Being Open and Receptive
62. Time Management	6. Career Ambition	11. Composure
Cluster F. Getting Work Done Through Others	8. Comfort Around Higher Management	26. Humor
18. Delegation		33. Listening
19. Developing Direct Reports and Others		41. Patience
20. Directing Others		44. Personal Disclosure
27. Informing		Cluster T. Demonstrating Personal Flexibility
35. Managing and Measuring Work		40. Dealing with Paradox
Cluster G. Managing Work Processes		45. Personal Learning
52. Process Management		54. Self-Development
59. Managing Through Systems		55. Self-Knowledge
63. Total Work Systems (e.g., TQM/ISO/Six Sigma)		Cluster U. Balancing Work/Life
		66. Work/Life Balance