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**Strategic IT Competencies and Skills Assessment**

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| **COMPETENCIES AND ASSOCIATED SKILLS** |
| **BUSINESS KNOWLEDGE** |
| **SKILL** | **BEST PRACTICE** | *Score ( 1 = Low / 8 = High)* |
| **Skill Knowledge(a)** | **Applying Skill (b)** |
| Business Environment | Understanding and Ability to Articulate the Enterprise Business Strategy, Objectives, Culture and Internal Environment |  |  |
| Opportunities/Challenges | Understanding and Ability to Articulate the Enterprise Business Opportunities that Can Enhance Customer Experience/Value, Enterprise Revenue/ Profitability/ROI, and the Challenges that Impact Enterprise Growth |  |  |
| Process Centric | Understanding and Ability to Articulate How IT Services Align and Support Enterprise Process and Innovate New Processes as Needed. |  |  |
| **Rounding Adjustment** |  1.0 |  1.0 |
| **SUB TOTAL BUSINESS KNOWLEDGE** |  |  |
| **MAXIMUM SCORE** | 25.0 | 25.0 |
| **MATURITY % *(sub-total / maximum score)*** |  |  |

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| **COMPETENCIES AND ASSOCIATED SKILLS**  |
| **MARKET KNOWLEDGE** |
| **SKILL** | **BEST PRACTICE** | *Score ( 1 = Low / 8 = High)* |
| **Skill Knowledge(a)** | **Applying Skill (b)** |
| Product Knowledge | Knowledge of How Customer Value is Derived from Enterprise Products and Services |  |  |
| Industry Knowledge | Knowledge of Industry Landscape and Upcoming Trends and their Alignment to Enterprise Products and Services |  |  |
| Competitive Landscape | Awareness of Competitive Environment and the Existing Customer Value Gaps and Associated Opportunities to Provide Customers Additional Value in the Form of New/Enhanced Products and Services |  |  |
| **Rounding Adjustment** |  1.0 |  1.0 |
| **SUB TOTAL MARKET KNOWLEDGE** |  |  |
| **MAXIMUM SCORE** | 25.0 | 25.0 |
| **MATURITY % *(sub-total / maximum score)*** |  |  |

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| **COMPETENCIES AND ASSOCIATED SKILLS**  |
| **TECHNOLOGY PROWESS** |
| **SKILL** | **BEST PRACTICE** | *Score ( 1 = Low / 8 = High)* |
| **Skill Knowledge(a)** | **Applying Skill (b)** |
| Technology Strategy / Adaptability | Incorporates Emerging and Existing Technologies into New and/or Enhanced Products/Services that Provide Customer Value that will Drive Additional Revenue, Reduce Costs, and/or Increase ROI |  |  |
| Organizational Agility | Teams of IT/Business Personnel Rapidly Form Based Upon Changing Business Needs Leveraging Enabling Technologies to Develop/Enhance Customer Products and Services |  |  |
| Strategic Project Capability | Capability to Implement Strategic Projects by Reducing Costs of Run & Maintain Activities and Enhancement Projects as well as Improving IT Personnel Technology/ Business Skills to Improve Efficiencies |  |  |
| **Rounding Adjustment** |  1.0 |  1.0 |
| **SUB TOTAL TECHNOLOGY PROWESS** |  |  |
| **MAXIMUM SCORE** | 25.0 | 25.0 |
| **MATURITY % *(sub-total / maximum score)*** |  |  |

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| **COMPETENCIES AND ASSOCIATED SKILLS**  |
| **CROSS COMPETENCY SKILLS** |
| **SKILL** | **BEST PRACTICE** | *Score ( 1 = Low / 8 = High)* |
| **Skill Knowledge(a)** | **Applying Skill (b)** |
| Vision | IT Vision that Aligns with Corporate and all Business Units (including IT)  |  |  |
| Leadership | CIO and Key IT Personnel guide the IT Organization in Developing the Skills/Competencies/Knowledge to Enhance and Develop the IT Services Aligned to Business Needs, Development and Enhancement of Products and Services as well as Effectively Collaborates with Business Peers to Achieve Business Vision / Market Strategies/ Financial Objectives |  |  |
| Communication | IT Personnel Effectively Communicate, Collaborate, and Team with Business Personnel to Understand/Uncover Opportunities to Drive Revenue, Reduce Costs and Improve ROI |  |  |
| **Rounding Adjustment** |  1.0 |  1.0 |
| **SUB TOTAL CROSS COMPETENCY SKILLS** |  |  |
| **MAXIMUM SCORE** |  25.0 | 25.0 |
| **MATURITY % *(sub-total / maximum score)*** |  |  |

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| **COMPETENCIES AND ASSOCIATED SKILLS**  |
| **SUMMARY** |
| **SKILL** | **BEST PRACTICE** |  |
| **Skill Knowledge** | **Applying Skill** |
| **SUB TOTAL BUSINESS KNOWLEDGE** |  |  |
| **SUB TOTAL MARKET KNOWLEDGE** |  |  |
| **SUB TOTAL TECHNOLOGY PROWESS** |  |  |
| **SUB TOTAL CROSS DIMENSION** |  |  |
| **TOTAL SCORE** |  |  |
| **AVERAGE MATURITY** |  |  |
| **MAXIMUM SCORE** | 100 | 100 |
| **MATURITY % *(TOTAL SCORE / MAXIMUM SCORE)*** |  |  |

