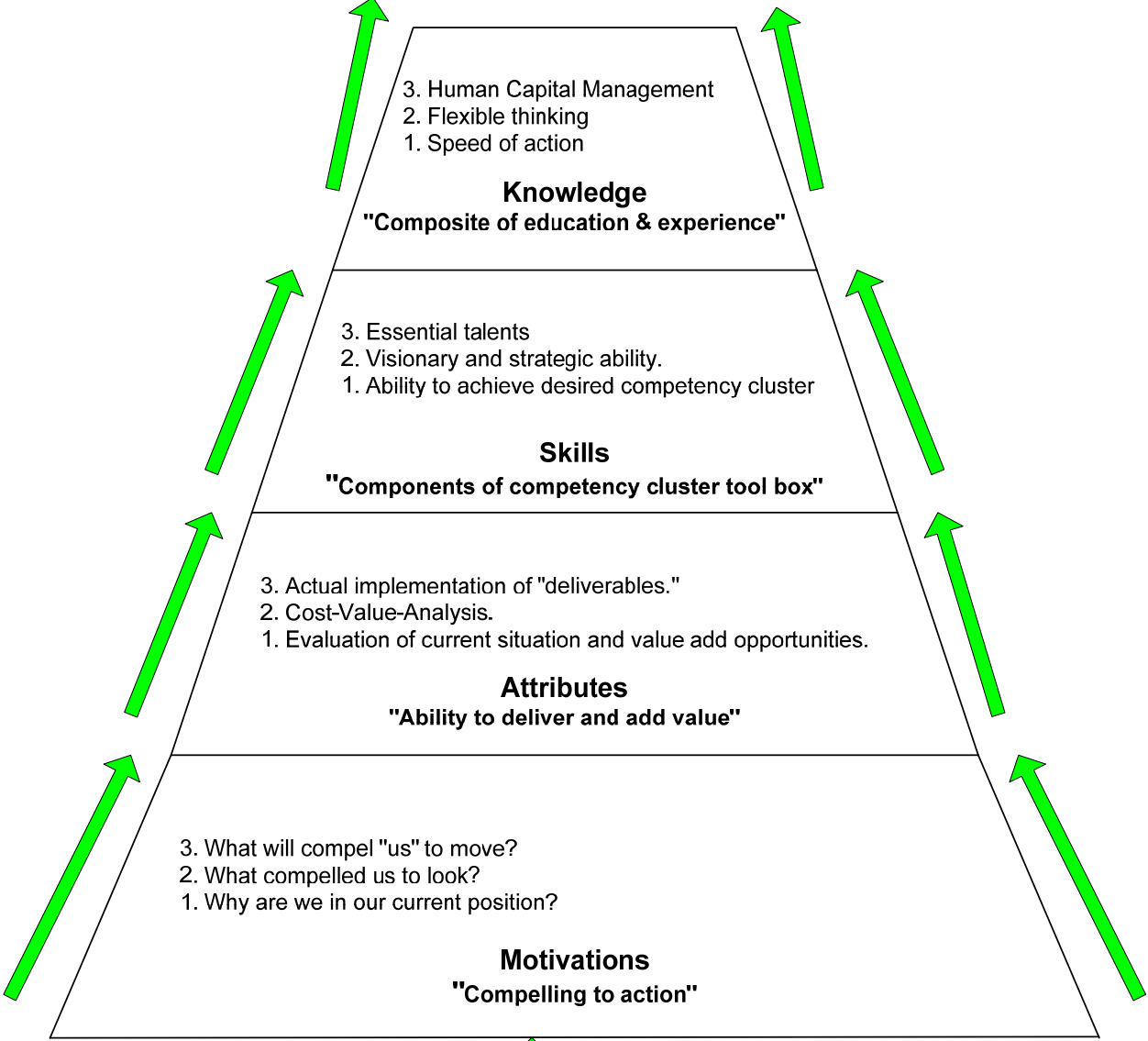


MASK Competency Cluster VALIDATION MODEL
Jeff Stevens, PhD. - Copyright 2003

- 3. Risk reduction.
- 2. Cost-effective human capital management.
- 1. Total HR package

Mastery of desired Competency Cluster



Needs and Task Analysis

- 1. Direction
- 2. Assess needs/desires
- 3. Task/objective
- 4. Action plan
- 3. Resource evaluation
- 6. Communication/Training

Environmental Scan

- 1. Current situation
- 2. Time value-cost
- 3. Industry placement
- 4. Educational environment
- 5. Future positioning
- 6. Total HR cost