

# Core Competencies

## Core competency

benefits. Core competencies are related to a firm's product portfolio via core products. Prahalad and Hamel (1990) defined core competencies as the engines - A core competency is a concept in management theory introduced by C. K. Prahalad and Gary Hamel. It can be defined as "a harmonized combination of multiple resources and skills that distinguish a firm in the marketplace" and therefore are the foundation of companies' competitiveness.

Core competencies fulfill three criteria:

Provides potential access to a wide variety of markets.

Should make a significant contribution to the perceived customer benefits of the end product.

Difficult to imitate by competitors.

For example, a company's core competencies may include precision mechanics, fine optics, and micro-electronics. These help it build cameras, but may also be useful in making other products that require these competencies.

## Capability management in business

core competencies – which falls foul of the distinctiveness criterion for a core capability (and/or the inimitability criterion of core competencies and - Capability management is the approach to the management of an organization, typically a business organization or firm, based on the "theory of the firm" as a collection of capabilities that may be exercised to earn revenues in the marketplace and compete with other firms in the industry. Capability management seeks to manage the stock of capabilities within the firm to ensure its position in the industry and its ongoing profitability and survival.

Prior to the emergence of capability management, the dominant theory explaining the existence and competitive position of firms, based on Ricardian economics, was the resource-based view of the firm (RBVF). The fundamental thesis of this theory is that firms derive their profitability from their control of resources – and are in competition to secure control of these resources. One of the best-known expositions of the RBVF is that of one of its key originators: economist Edith Penrose.

"Capability management" may be seen as both an extension and an alternative to the RBVF, which holds that profitability is derived not from control over physical resources but from the ability to create and leverage knowledge—much like individuals, companies compete on the basis of their capacity to generate and apply knowledge...". In short, firms compete not on the basis of control of resources but on the basis of technical know-how. This know-how is embedded in the capabilities of the firm—its abilities to do things that are considered valuable (in and by the market).

## Competitive advantage

for building a core competency. The competitiveness of a company is based on the ability to develop core competencies. A core competency is, for example - In business, a competitive advantage is an attribute that allows an organization to outperform its competitors.

A competitive advantage may include access to natural resources, such as high-grade ores or a low-cost power source, highly skilled labor, geographic location, high entry barriers, and access to new technology and to proprietary information.

### Clinical nurse specialist

of influence, the synergy model and the competencies as defined by Sparacino (2005). These core competencies are now expected to be used in all educational - A clinical nurse specialist (CNS) is an advanced practice nurse who can provide advice related to specific conditions or treatment pathways. According to the International Council of Nurses (ICN), an Advanced Practice Nurse is a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed to practice.

Clinical Nurse Specialists are registered nurses who have had graduate level nursing preparation at the master's or doctoral level as a CNS. They are clinical experts in evidence-based nursing practice within a specialty area, treating and managing the health concerns of patients and populations. The CNS specialty may be focused on individuals, populations, settings, type of care, type of problem, or diagnostic systems subspecialty. CNSs practice autonomously and integrate knowledge of disease and medical treatments into the assessment, diagnosis, and treatment of patients' illnesses. These nurses design, implement, and evaluate both patient-specific and population-based programs of care.

CNSs provide leadership in the advanced practice of nursing to achieve quality and cost-effective patient outcomes as well as provide leadership of multidisciplinary groups in designing and implementing innovative alternative solutions that address system problems and/or patient care issues. In many jurisdictions, CNSs, as direct care providers, perform comprehensive health assessments, develop differential diagnoses, and may have prescriptive authority. Prescriptive authority allows them to provide pharmacologic and nonpharmacologic treatments and order diagnostic and laboratory tests in addressing and managing specialty health problems of patients and populations. CNSs serve as patient advocates, consultants, and researchers in various settings.

### Competence

organizational operation Core competency, management concept of identifying the basis of competitiveness in an industry Competency-based learning, framework - Broad concept article:

Competence (polyseme), capacity or ability to perform effectively

Competence or competency may also refer to:

Competence (human resources), ability of a person to do a job properly

Competence-based management, performance-oriented organizational operation

Core competency, management concept of identifying the basis of competitiveness in an industry

Competency-based learning, framework for teaching and assessment of learning

Social competence, social, emotional, cognitive, and behavioral skills needed for successful social adaptation

Cultural competence, set of behaviours or social skills

Cross-cultural competence, set of congruent behaviors, attitudes, and policies that enables effective work in cross-cultural situations

Cultural competence in healthcare, health care services that are sensitive and responsive to the needs of diverse cultures

Competence (law), ability to understand the nature and effect of the act in which the person is engaged

Competency evaluation (law), the means used to determine if a criminal defendant is competent to stand trial

EU competences, a model for subsidiarity within the European Union

Competence (geology), degree of resistance of rocks to deformation in terms of mechanical strength

Natural competence, ability of cells to alter their own genetics by taking up extracellular DNA

Communicative competence, broad linguistic internalized knowledge of a language and its usage

Linguistic competence, system of linguistic knowledge possessed by native speakers of a language

Conscious competence, a psychological model of learning

Media management

for media enterprises their core assets and core competencies are decisive for the long-term success. Core competencies considerably contribute to the - Media management is a business administration discipline that identifies and describes strategic and operational phenomena and problems in the leadership of media enterprises. Media management contains the functions strategic management, procurement management, production management, organizational management and marketing of media enterprises.

A uniform definition of the term media management does not yet exist, and "the field of media management in its present form is neither clearly defined nor cohesive."

Notwithstanding this fact, among existing definitions there is a shared base concerning the business administrative character of media management and the functional understanding of management. In the following a number of definitions are provided.

"Media Management consists of (1) the ability to supervise and motivate employees and (2) the ability to operate facilities and resources in a cost-effective (profitable) manner."

"The core task of media management is to build a bridge between the general theoretical disciplines of management and the specifics of the media industry."

"Media and internet management covers all the goal-oriented activities of planning, organization and control within the framework of the creation and distribution processes for information or entertainment content in media enterprises."

### Competency-based recruitment

their long term growth. They said the core competencies should not be seen as being fixed; these competencies should change in response to changes in - Competency-based recruitment is a process of recruitment based on the ability of candidates to produce anecdotes about their professional experience which can be used as evidence that the candidate has a given competency. Candidates demonstrate competencies on the application form, and then in the interview, which in this case is known as a competency-based interview.

The process of competency-based recruitment is intended to be fairer and a more realistic approach than other recruitment processes, by clearly laying down the required competencies and then testing them in such a way that the recruiter has little discretion to favour one candidate over another; the process assumes high recruiter discretion is undesirable. As a result of its perceived fairness, the process is popular in public services. It is highly focused on the candidates' story-telling abilities as an indication of competency, and disfavours other indications of a candidate's skills and potential, such as references.

In competency-based recruitment, candidates' storytelling abilities serve as key indicators of competency, prioritizing concrete examples of professional experience over other traditional markers, such as references.

### New York City Fire Department

set forth several "core competencies," which determine which agency has the authority to direct operations. FDNY core competencies include: Fire suppression - The New York City Fire Department, officially the Fire Department of the City of New York (FDNY) is the full-service fire department of New York City, serving all five boroughs. The FDNY is responsible for providing fire suppression services, hazardous materials response, emergency medical services, and technical rescue for the entire city.

The New York City Fire Department is the largest municipal fire department in North America and the Western Hemisphere, as well as the second largest in the world after the Tokyo Fire Department. The FDNY employs over 11,000 uniformed firefighting employees, 4,500 uniformed EMTs, paramedics, and EMS employees, and 2,000 civilian employees. Its regulations are compiled in title 3 of the New York City Rules. The FDNY's motto is "New York's Bravest" for fire, and "New York's Best" for EMS. The FDNY serves more than 8.5 million residents within a 302-square-mile (780 km<sup>2</sup>) area.

The FDNY headquarters is located at 9 MetroTech Center in Downtown Brooklyn, and the FDNY Fire Academy is located on Randalls Island. There are 3 International Association of Fire Fighters (IAFF) Locals: The Uniformed Firefighters Association is represented by IAFF Local 94. The Uniformed Fire Officers Association is represented by IAFF Local 854 and the Uniformed Fire Alarm Dispatchers Benevolent Association is represented by IAFF Local 4959. EMS is represented by DC 37 Locals 2507 for EMTs and paramedics and Local 3621 for officers.

## Regulatory affairs

Regulatory affairs (RA), is a profession that deals with an organization's adherence to regulatory compliance. It is a position mostly found within regulated - Regulatory affairs (RA), is a profession that deals with an organization's adherence to regulatory compliance.

It is a position mostly found within regulated industries, such as pharmaceuticals, medical devices, cosmetics, agrochemicals (plant protection products and fertilizers), energy, banking, telecom etc. Regulatory affairs also has a very specific meaning within the healthcare industries (pharmaceuticals, medical devices, biologics and functional foods).

Regulatory affairs professionals, also known as regulatory compliance professionals, usually have responsibility for the following general areas:

Ensuring that their companies comply with all of the regulations and laws pertaining to their business.

Working with federal, state, and local regulatory agencies and personnel on specific issues affecting their business, i.e., working with such agencies as the Food and Drug Administration or European Medicines Agency (pharmaceuticals and medical devices); The Department of Energy; or the Securities and Exchange Commission (banking).

Advising their companies on the regulatory aspects and climate that would affect proposed activities. i.e. describing the "regulatory climate" around issues such as the promotion of prescription drugs and Sarbanes-Oxley compliance.

Offices of Regulatory Affairs at many companies and organizations are known for collaborating with their company's Offices of Government Relations, Public Relations, Legal-General Counsel, and others to accomplish their goals.

## National Intramural and Recreational Sports Association

Association (NIA), NIRSA's original title. NIRSA has eight confirmed core competencies: programming, philosophy and theory, personal and professional qualities - The National Intramural-Recreational Sports Association (NIRSA) is an organization which regulates various sports through the collegiate systems across the United States and Canada. NIRSA serves students who play at the university varsity or club level in athletic sports, but do not participate in the NCAA, NAIA, USports or other sports affiliates.

In addition to providing resources for Campus Recreation Programs through conferences, workshops and symposiums, NIRSA is the host of the National Championship Series events, which offers regional and national extramural tournaments in the sports of flag football, basketball, soccer and tennis.

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