



PeopleBlox
Talent Readiness Platform

Handbook of Competencies

50

Critical Competencies of High-Performing

Sales Manager



Competency Dimensions

Sales Manager

1

Job Role

10

Competency Towers

50

Sub-competency Blocks

Standard

Customized

Proficiency Scales

Competency Categories

Technical

Functional

Industry

Behavioural

Competency Dimensions

Sales Manager

1. Leadership

Developing strategic vision
Motivating sales team
Building customer relationships

+2 more

2. Strategic Planning

Market analysis and assessment
Goal setting and alignment
Competitive positioning

+2 more

3. Sales Strategy Development

Market analysis
Strategic goal setting
Competitive positioning

+2 more

4. Customer Relationship Management

Developing client trust
Managing client feedback
Building customer loyalty

+2 more

5. Market Analysis

Data Interpretation
Trend Identification
Competitor Analysis

+2 more

6. Communication Skills

Persuasive Presentation
Active Listening Techniques
Effective Negotiation

+2 more

7. Performance Monitoring

Sales target analysis
Revenue forecasting
KPI evaluation

+2 more

8. Business Acumen

Market trend analysis
Competitive strategy development
Financial forecasting

+2 more

9. Mentoring and Coaching

Developing sales strategies
Providing performance feedback
Conducting training sessions

+2 more

10. Negotiation Skills

Preparing negotiation strategies
Engaging in active listening
Identifying stakeholder interests

+2 more

Sales Manager

The PeopleBlox Talent Architecture provides a structured approach to defining roles within your organization. Using the Competency Towers, you can configure roles based on desired Expertise Level and the Weightage in the role.

Competency Tower	Expertise	Weightage
1. Leadership	Expert	Med
2. Strategic Planning	Expert	Med
3. Sales Strategy Development	Expert	Med
4. Customer Relationship Management	Proficient	High
5. Market Analysis	Expert	Med
6. Communication Skills	Proficient	High
7. Performance Monitoring	Proficient	Med
8. Business Acumen	Proficient	Med
9. Mentoring and Coaching	Expert	High
10. Negotiation Skills	Expert	Med

Competency Basket

10 Competency Towers

“A hierarchical structure that represents the overall competency framework within PeopleBlox. It organizes competencies into broader categories, allowing for a systematic and comprehensive view of an individual's skillset.”

This is the common basket of competencies designed by the **AI-powered competency generator** of the PeopleBlox Talent Architecture framework.

1. Leadership

2. Strategic Planning

3. Sales Strategy Development

4. Customer Relationship Management

5. Market Analysis

6. Communication Skills

7. Performance Monitoring

8. Business Acumen

9. Mentoring and Coaching

10. Negotiation Skills

Leadership

5 Sub-Competency Blocks

“Sub-Competency Blocks represent more granular levels of competency. Blocks are used to break down the broader Competency Tower into more manageable and specific units for evaluation, training, and development purposes.”

This is the common basket of competencies designed by the **AI-powered competency generator** of the PeopleBlox Talent Architecture framework.

1.1 Developing strategic vision

1.2 Motivating sales team

1.3 Building customer relationships

1.4 Managing performance metrics

1.5 Leading by example

Developing strategic vision

Description

Developing strategic vision involves synthesizing market insights and aligning them with organizational goals to create a cohesive strategy that guides the company's direction, ensuring long-term success and adaptability in a competitive landscape.

Observable Work Behaviors

- Demonstrates the ability to articulate a clear and compelling vision for the future that aligns with the organization's goals, inspiring team members to work towards common objectives.
 - Regularly engages in strategic discussions with team members, encouraging innovative thinking and considering long-term impacts when making decisions.
 - Consistently seeks out and analyzes industry trends and competitive information to adjust strategies and maintain the organization's competitive edge.
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4-point Proficiency/Expertise Scale

Novice

No experience of this

Beginner

Understands the basic principles of strategic vision development and can assist in gathering market data to support strategy creation

Proficient

Able to contribute to the development of strategic vision by analyzing market trends and aligning them with company goals, and can draft initial strategy proposals for review

Expert

Leads the strategic vision development process by integrating comprehensive market analysis and company objectives

PeopleBlox Talent Transformation Solutions

PeopleBlox is a revolutionary Talent Management solution. Our data-driven and scientific Talent Architecture is designed to manage your organization's skills and competencies.

Get your employees **Future Ready!**

Talent Architecture Framework

Get a powerful, modern Talent Architecture Framework custom-built for your organization

- Handbook of Competencies
- Talent Architecture Framework
- Competency-to-Role Map



Talent Readiness Measurement

Precisely measure your employee's Talent Readiness, and identify Critical Role Gaps

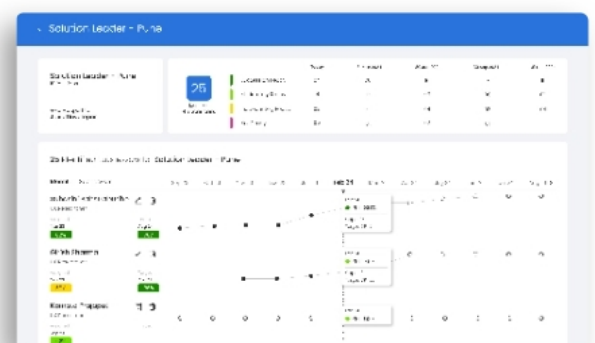
- Discovery Survey
- Employee Competency Profile
- Individual Development Plan
- Talent Readiness Dashboards
- L&D Dashboards



Talent Lifecycle Management

Manage the Talent Lifecycle of employees in a scientific and data-driven way

- Succession Planner
- Talent Identifier
- Talent Analytics
- Career Pathfinder
- Competency based Hiring



Better market performance. Hit your Business Goals!

Enhanced
Capability
Strength

Increased
Employee
Retention

Higher
Productivity &
Performance

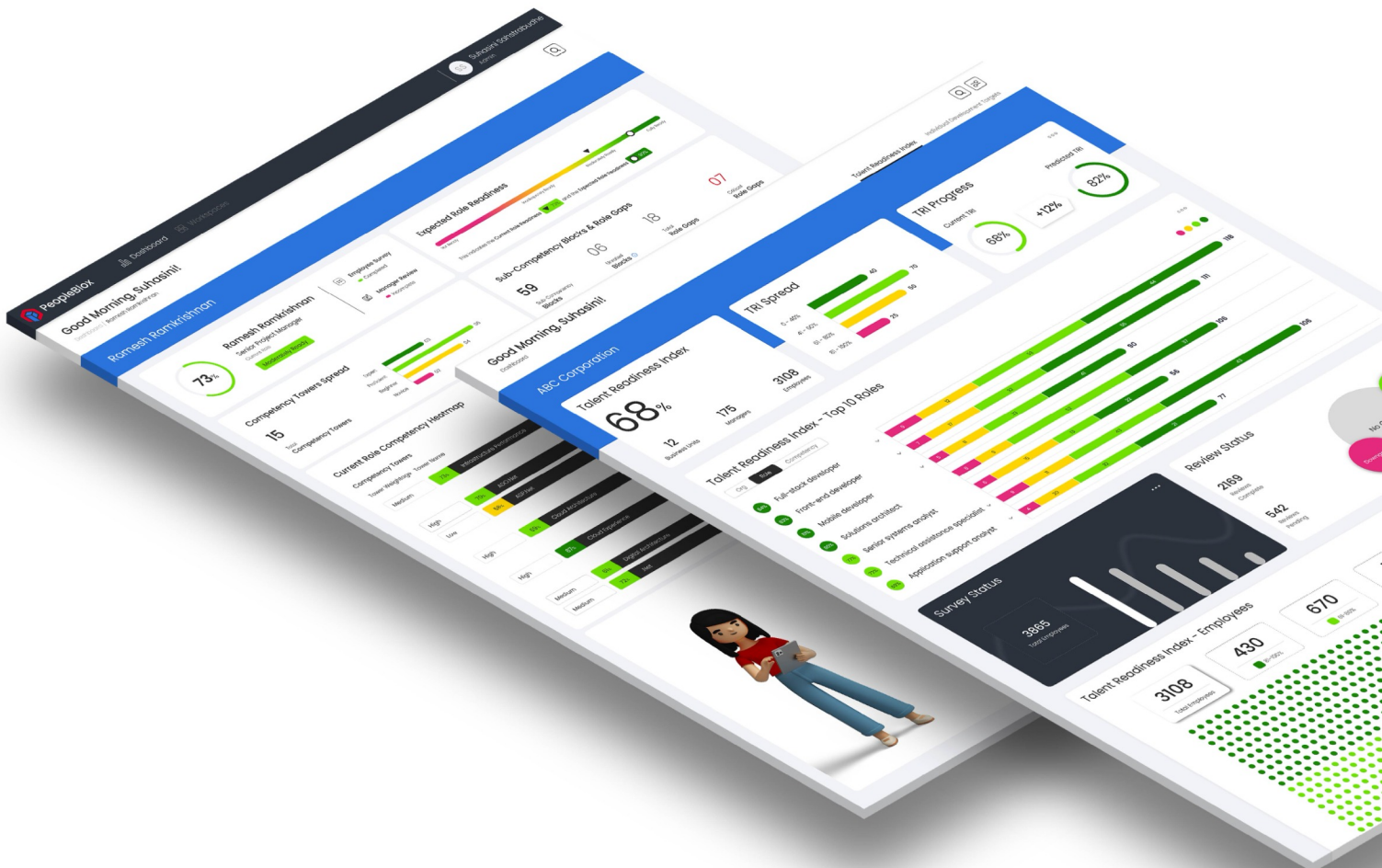
Controlled
Succession
Planning

Quantifiable
Learning &
Development
ROI

A Future-
Ready
Workforce

PeopleBlox

Talent Management solution that spans across
your business. **All on one platform.**




Build a future-ready Workforce!



PeopleBlox

Talent Readiness Platform

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