

**SKILLS FRAMEWORK FOR PUBLIC TRANSPORT
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Business Management					
TSC	Organisational Planning and Target Setting					
TSC Description	Identify and prioritise strategic needs of the organisation to determine key performance indicators to achieve established goals					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
				PTP-PNI-4006-1.1	PTP-PNI-5006-1.1	PTP-PNI-6006-1.1
				Manage, review and evaluate organisational target setting to develop solutions, provide feedback, close gaps and recommend improvements in achieving key performance indicators and desired target levels	Review background of the business functions and determine functional objectives and priorities to establish key performance indicators in achieving desired goals and targets	Identify and prioritise strategic needs, charter and set organisational directions to establish desired goals, targets and performance levels
Knowledge				<ul style="list-style-type: none"> Strategic objectives of organisation Types of functional performance drivers Objectives of strategic plans Means of setting and cascading functional goals and targets Types of strategic risks 	<ul style="list-style-type: none"> Strategic objectives of organisation Types of functional performance drivers Objectives of strategic plans Means of setting and cascading functional goals and targets Types of strategic risks Organisational objectives and business strategies 	<ul style="list-style-type: none"> Strategic objectives of the organisation Performance drivers of the organisation Objectives of strategic plans Means of setting and cascading organisational goals and targets Strategic risks Organisational objectives and business strategies Organisational vision, mission and values
Abilities				<ul style="list-style-type: none"> Identify strategic needs of the organisation to enhance functional performance Align team targets with functional plans to support achievement of strategic needs of the organisation and functions Review and refine team targets for endorsement purposes 	<ul style="list-style-type: none"> Analyse impact of internal and external influencing factors on organisational strategies and policies Identify strategic needs of the organisation to enhance functional performance Establish functional plans that contribute to organisational strategies 	<ul style="list-style-type: none"> Set organisational directions, goals and targets to contribute to organisational strategies Establish alignment of organisational strategies and targets with organisational vision, mission and values to support achievement of strategic needs of the organisation Communicate to relevant stakeholders on the alignment of

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						organisational strategies and targets with organisational vision, mission and values
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