

# PDI Ninth House

## GLOBAL LEADERSHIP SOLUTIONS

**For Immediate Release**

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### **PDI NINTH HOUSE TO DELIVER “TALENT MANAGEMENT VALUE REALIZATION” AT OHUG 2009 CONFERENCE**

**MINNEAPOLIS (June 2, 2009)** – On June 17, 2009, PDI Ninth House’s competency and technology guru, Paul Storfer, will be presenting “From Competency Chaos to Talent Management Value Realization” at the OHUG 2009 Global Conference in Las Vegas, Nevada. The OHUG (Oracle Human Capital Management User Group) annual conference is the premier customer conference for Oracle HCM users.

According to Storfer, “While competency-driven job profiles form the foundation for strategic talent management, most organizations continue to struggle to effectively implement them. This significantly hinders their ability to realize the true value of their technology investments.”

Storfer’s presentation “From Competency Chaos to Talent Management Value Realization” will be addressing questions, such as:

- What are common competency implementation problems?
- What is “competency chaos” and how is it diagnosed?
- What factors bring about competency chaos?
- How can my organization best combat these problems and implement a sound, actionable competency strategy?

Additionally, attendees will also learn how PDI Ninth House works to prevent competency chaos internally. Storfer’s presentation is supported by a white paper of the same title co-authored with Gartner, Inc.

PDI Ninth House is an Oracle Certified Partner. By incorporating PDI Ninth House’s research-based content and highly reliable talent data into Oracle and PeopleSoft systems, PDI Ninth House’s strategic alliance with Oracle allows organizations to realize high-impact returns on technology investments. Using PDI Ninth House and Oracle as a foundation for deploying talent management processes allows organizations to deploy impactful analytics, permitting leaders to confidently select, assess, reward, develop, and promote critical talent.

OHUG provides its members with in-depth training sessions from industry experts, along with the opportunity to share experiences and best-practices information with colleagues implementing and using Oracle and PeopleSoft HCM applications. OHUG also enables users to interface directly with Oracle executives, product managers, and development, gaining knowledge about new functionality directly from the source and ultimately influencing the future direction of the entire Oracle HCM product suite.

In his role as Director of Talent Frameworks at PDI Ninth House, Storfer has responsibility for leading PDI Ninth House’s competency development and strategies, based on more than 20 years of experience in competency modeling and development. He has facilitated the building of core competency models with

senior executives from Fortune 500 clients and modeled hundreds of positions for various clients. He has managed skills transformations, helping employees update to current skill sets, and worked with scores of organizations to solve problems associated with moving to new technologies and tools. Storfer has re-engineered, redesigned, and restructured organizations, establishing standards for compensation, job design, and broad banding. He has performed skills inventories, assessed employee skill strengths and weaknesses, performed gap analyses, and prepared development plans to improve skills and facilitate career development, aligning skills with training and development resources.

Storfer also serves on the Board of Directors of the HR-XML Consortium and chairs the Competency and Performance Management workgroups.

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### **About PDI Ninth House**

PDI Ninth House is the premier global leadership solutions company with distinctive expertise in accelerating leadership effectiveness to maximize organizational performance. We have more than 40 years of experience in helping clients identify, manage, develop, and promote superior leaders across all levels of the organization. PDI Ninth House uses a unique combination of innovative, field-tested strategies; state-of-the-art technology; and proven processes to tailor specific solutions for our clients.

PDI Ninth House partners with the world's leading organizations, enabling them to address critical leadership challenges with innovative solutions. Our aim is simple—the well-placed confidence that clients' current and future leaders are distinctively stronger than their competition, resulting in sustained, superior performance.

For more information, contact PDI Ninth House at 1.920.997.6995 (in the U.S. 1.800.633.4410) or visit our website at [www.pdininthhouse.com](http://www.pdininthhouse.com).

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