

**POWER ENGINEERING COMPETENCY FRAMEWORK FOR POWER ENGINEERING PROFESSIONALS IN PUBLIC SERVICE  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<b>TSC Category</b>	Productivity and Innovation					
<b>TSC Title</b>	Innovation Management					
<b>TSC Description</b>	Create strategic value and differentiation through new and improved processes, products and/or services					
<b>TSC Proficiency Description</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
				<b>&lt;Insert TSC Code&gt;</b>	<b>&lt;Insert TSC Code&gt;</b>	<b>&lt;Insert TSC Code&gt;</b>
				Identify opportunities to support innovation and differentiation capabilities within the functional area	Establish plans to enhance innovation and differentiation within the department	Drive innovation and differentiation in the organisation and industry
<b>Knowledge</b>				<ul style="list-style-type: none"> <li>• Methods to generate and translate innovative ideas into workable concepts within functional area</li> <li>• Techniques of innovative communication</li> <li>• Types of facilitation methods to encourage innovation and differentiation</li> <li>• Workflows of business functions</li> <li>• Approaches to identify innovation and value-creation opportunities</li> <li>• Techniques to generate innovative ideas</li> <li>• Resources required for implementation of innovation ideas</li> <li>• Relevant regulations, industry standards, and codes of practice</li> </ul>	<ul style="list-style-type: none"> <li>• Components of innovation frameworks</li> <li>• Types of organisational innovation and differentiation strategies</li> <li>• Types of broad practical and operational issues that determine innovation feasibility</li> <li>• Methods to manage systems and processes for different types of innovations</li> <li>• Components of innovation audits</li> <li>• Methods to identify innovation initiatives</li> <li>• Business environment issues and impact on innovation and differentiation</li> <li>• Relevant regulations, industry standards, and codes of practice</li> </ul>	<ul style="list-style-type: none"> <li>• Organisation's vision, mission and values</li> <li>• Methods to organisational innovativeness and idea creation</li> <li>• Methods to establish an innovation culture</li> <li>• Methods to evaluate innovation frameworks and systems</li> <li>• Impact of external business environment on innovation</li> <li>• Industry best practices and benchmarks for innovation</li> <li>• Relevant regulations, industry standards, and codes of practice</li> </ul>
<b>Abilities</b>				<ul style="list-style-type: none"> <li>• Review and adapt the role of differentiation for the function</li> <li>• Develop innovative and growth mind-set in the function</li> <li>• Facilitate discussions on innovation creation to add</li> </ul>	<ul style="list-style-type: none"> <li>• Initiate cross-department innovation sharing strategies and platforms</li> <li>• Establish systems to support innovation and differentiation within the department</li> </ul>	<ul style="list-style-type: none"> <li>• Build a culture of innovation and differentiation within the organisation to encourage continuous improvement</li> <li>• Develop innovation frameworks that are in</li> </ul>

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				<p>value to operations and product offerings</p> <ul style="list-style-type: none"> <li>• Source shortlisted technologies to support development and differentiation of new processes, products and services</li> <li>• Promote innovation knowledge sharing within the function</li> <li>• Evaluate business function workflows and performance to identify opportunities for innovation and improvement</li> <li>• Make recommendations on innovation initiatives for implementation</li> <li>• Oversee the implementation of innovation initiatives</li> <li>• Measure the effectiveness of innovation initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluate organisational innovation processes and procedures</li> <li>• Formulate processes and structures to enhance capability of the department to generate creative ideas for different purposes and different degrees of value</li> <li>• Lead activities to measure performance of newly proposed or implemented innovation initiatives against established benchmarks</li> <li>• Solicit feedback from stakeholders on implemented innovation ideas</li> <li>• Review pilot testing and/or prototyping results to determine feasibility of innovation initiatives</li> <li>• Filter and select suitable innovation initiatives</li> <li>• Explore the external environment for ideas and opportunities for innovation</li> </ul>	<p>line with the organisation's vision, mission and values</p> <ul style="list-style-type: none"> <li>• Influence development of innovation strategies aligned with long-term organisational objectives</li> <li>• Transform innovation practices</li> <li>• Inspire organisation and garner support for innovative endeavours</li> <li>• Incorporate innovation into leadership and management activities</li> <li>• Sustain innovative thinking and practices to support long-term organisational strategies</li> </ul>
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