

How to review your team's competences?

In order to boost successful wind project planning, it is essential to thoroughly assess one's own internal competencies. This can be done through an **open discussion guided by the following questions:**

Technology	Communication	Legal	Finance & Controlling															
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>															
<input type="checkbox"/> How open are we to alternative technical solutions? <input type="checkbox"/> How well do we manage uncertainties? <input type="checkbox"/> How well do we interact with non-technical users? <input type="checkbox"/> How well do we integrate new external knowledge? <input type="checkbox"/> How well do we understand the social environment? <input type="checkbox"/> How well do we deal with emotional issues? <input type="checkbox"/> How well do we highlight the advantages of wind energy?	<input type="checkbox"/> How well do we explain technical solutions? <input type="checkbox"/> How well do we build trust and communication with supporters & critics? <input type="checkbox"/> How well do we handle supportive & critical media? <input type="checkbox"/> How well do we handle social networks? <input type="checkbox"/> How do we assess the performance of campaigns? <input type="checkbox"/> How well do we plan and organise participation processes? <input type="checkbox"/> How well do we coach technical managers?	<input type="checkbox"/> How well do we understand the legal framework? <input type="checkbox"/> How well do we cooperate with the authorities? <input type="checkbox"/> How well do we deal with the public (hearings, etc.)? <input type="checkbox"/> How well do we counsel on how to avoid legal disputes? <input type="checkbox"/> How able are we to find alternative conflict resolution? <input type="checkbox"/> How well do we participate in and manage conflicts?	<input type="checkbox"/> How well do we estimate the development costs of the project? <input type="checkbox"/> How well do we compare similar projects and their cost drivers? <input type="checkbox"/> How well do we identify cost risks associated with acceptance problems? <input type="checkbox"/> How well do we simulate costs associated with risk analyses? <input type="checkbox"/> How well do we advise the executive on alternative solutions and their costs?															
<p>-> Establish a summary of internal and external competences in the table (consider and list skills possessed and any gaps):</p> <table border="1"> <thead> <tr> <th></th> <th>Skills possessed and gaps</th> <th>Skills possessed and gaps</th> <th>Skills possessed and gaps</th> <th>Skills possessed and gaps</th> </tr> </thead> <tbody> <tr> <td>Internal</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>External</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Skills possessed and gaps	Skills possessed and gaps	Skills possessed and gaps	Skills possessed and gaps	Internal					External				
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External																		



As a result one can gain an overview of qualifications and expertise, communication skills etc. available internally. On the other hand internal gaps and **external support resources** to close these can be determined.