



Performance and Competence: Understanding, Strategies, and Next Steps

Alankar Karpe

Wipro, India

Abstract

Performance and competence are two fundamental pillars of individual, team, and organizational success. Performance measures the ability to achieve goals and deliver results, while competence refers to the skills, knowledge, and abilities required to accomplish these tasks. By understanding the interplay between these two factors, we can effectively manage people and processes to drive optimal outcomes.

This article explores the four quadrants created by the intersection of high and low performance and competence. Each quadrant represents a distinct scenario, offering insights into potential challenges and opportunities. We will delve into specific examples, strategies, and next steps for each quadrant, providing practical guidance for leaders and managers.

Keywords: performance management, competence