

An Advanced Methodological Optimization of Dynamic Capability Development through Integrated Competency Mapping Frameworks

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Abstract. This study investigates the intricate mechanisms of dynamic capability enhancement by leveraging integrated competency mapping frameworks. Employing a mixed-methods approach, we synthesized qualitative insights with quantitative data to formulate a robust theoretical model. Our findings highlight the pivotal role of adaptive learning processes and resource reconfiguration in achieving strategic alignment. The research advances management science by providing a novel lens on competency-based strategic management, offering pathways for sustained competitive advantage.

Keywords: Dynamic Capabilities, Competency Mapping, Strategic Management, Resource Reconfiguration, Adaptive Learning, Competitive Advantage, Organizational Resilience

Introduction

In the contemporary landscape of management science, organizations worldwide are grappling with the challenge of sustaining competitive advantage amidst rapid technological advancements and evolving market dynamics. The ability to adeptly navigate these changes hinges upon an organization's dynamic capabilities—specifically, its ability to integrate, build, and reconfigure internal and external competencies to address rapidly changing environments. This paper posits that the methodological optimization of these

dynamic capabilities is crucial for strategic management and organizational resilience. Dynamic capabilities, a concept popularized by Teece et al., encapsulate the firm's capacity to purposefully adapt its resource base. However, despite extensive scholarly attention, the precise pathways through which organizations can systematically enhance these capabilities remain nebulous. This research seeks to fill this gap by exploring the potential of integrated competency mapping frameworks as a methodological tool for optimizing dynamic capabilities. Our paper is structured as follows: We begin by reviewing the extant literature on dynamic capabilities and competency frameworks. Subsequently, we introduce our integrated competency mapping methodology and elucidate the mixed-methods approach employed in our empirical investigation. We then present our findings, demonstrating the efficacy of this framework in fostering strategic alignment and resource optimization. Finally, we discuss the implications of our findings for both academia and practice, and propose avenues for future research.

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