

Rainmaker Organizational Capabilities Matrix

- (1) The individual-technical cell (#1) refers to the functional competence a person has such as skills and technical expertise in auditing, financial statement preparation, or consulting.
- (2) The individual-social cell (#2) represents an individual person's leadership ability, including things such as such as motivational and networking skills.
- (3) The organizational-technical cell (#3) consists of your practice's core competencies. Things such as work product creation or technical resources.
- (4) The organizational-social cell (4) represents the culture and personality of your practice, its DNA. Innovation and speed are among these capabilities. Practice capabilities emerge when a company delivers on the combined competencies and abilities of its individuals – technical know-how is turned into results.

	Individual	Organizational
Technical	The individuals functional competence	An organizations core competencies
Social	An individuals leadership ability	An organizations capabilities