



case study



A Digital Solution for Competency Management

Syngenta has more than 60,000 people across in over 100 countries who strive every day to transform agriculture through tailor-made solutions for the benefit of farmers, society and our planet – making it the world's most local agricultural technology and innovation partner.

Syngenta has a diverse set of business operations, ranging from agricultural field activities, to laboratory work, and chemical manufacturing – across all of which it must carefully manage health, safety, and

environment (HSE) risks. Effective training and competency management is a key component for compliance by ensuring that only authorized personnel perform specified HSE critical tasks and roles.

We caught up with Ross Kennedy, who led the team that selected and implemented Comaea as their chosen solution for managing HSE competency, certification, and authorization across their 29 crop protection manufacturing facilities globally.

Syngenta established the myCompetence project to implement a standardized digital solution to support site-based requirements across the Crop Protection Active Ingredient (AI) and Formulation, Fill, and Pack (FF&P) manufacturing sites. The project defined a new set of common business processes and a framework for competency management across the organization.



“Deploying Comaea has enabled us to better support the career development of our HSE professionals' community and for us to be more effective in identifying and addressing their development needs.”

After a rigorous procurement process, they decided that Comaea would make the ideal partner due to our in-depth understanding of the business requirements and wealth of experience in competency management within the hazardous industries sector. They found our solution to be the most advanced in the market for managing HSE critical competencies.

We were also willing to partner with Syngenta to co-develop additional core functionality within the product to achieve their envisioned functionality and scale of deployment. We now have a collaborative relationship that has enabled us to continually improve the

product through new use cases to deliver enhanced functionality and experience for the end users.

Syngenta was able to successfully integrate Comaea with their existing HR information and learning management systems, to ensure that all user and learning framework data is kept current and consistent across their digital landscape, minimizing any ongoing administrative burden.



“Being able to have the two old systems gone has been quite a good thing for us at Grangemouth. It's much easier to use. The interface is a lot nicer, and it just flows better as well ...”

In 2019, Syngenta deployed to the first pilot site at Grangemouth, Scotland. To date, the site has used our solution to issue more than 250 certificates, process 300 learnings, onboard over 350 users, and generate 50 role profiles. This involved a significant effort to cleanse and restructure an existing learning and competence framework that had been in use for more than 20 years to align with the new global process and ways of working.

In 2022 they deployed to their community of more than 100 global and regional HSE professionals to support their ongoing professional development through an annual competency assessment cycle. This revealed new insights that allowed

them to focus their efforts into providing better targeted training and competency development for their HSE professionals. The success of this initiative has sparked requests from other parts of the organization to support deploying the Comaea solution to assist with the management of professional competency beyond HSE into new areas such as Project and Program Management, Manufacturing Professionalism, and Engineering.

Looking ahead to 2025 and beyond, Syngenta is continuing with its deployment of Comaea to additional sites and business functions.



The deployment of Comaea is allowing Syngenta to retire and consolidate an array of more than 16 existing competence management tools across the globe.

We look forward to working through our customer enhancement requests to continually improve their end users' experience and provide even more intuitive functionality.

For more information on how Comaea can help your organisation, visit www.comaea.com and arrange a demonstration.



“The Comaea C11 release can allow you to better map your career evolution by assessing your competency both for your current role, but also for the role you aspire to have in the future. It is a good system with many great functionalities that I'm still discovering every day!”