

FIGURE 3-5

“A” position assessment

Strategic impact									
<p>Capability:</p> <p>VALUE:</p>									
1. Does this position directly affect one or more of our strategic capabilities?	Not at all								To a great extent
	1	2	3	4	5				
2. Does this position directly affect the creation of new wealth?	Not at all								To a great extent
	1	2	3	4	5				
3. Does this position directly affect the creation of significant cost savings?	Not at all								To a great extent
	1	2	3	4	5				
4. Are mistakes by incumbents in this role very costly?	Not at all								To a great extent
	1	2	3	4	5				
5. Is the potential to generate new wealth via this role virtually unlimited?	Not at all								To a great extent
	1	2	3	4	5				
6. To what extent is the selection of the wrong person in this role costly in terms of lost revenues?	Not at all								To a great extent
	1	2	3	4	5				
		Performance variability							
		7. To what extent is there a significant performance gap from the highest to lowest in this role?							
		Very little	Some-what	To a great extent					
		1	2	3	4	5			
		8. To what extent is poor performance in this role immediately detected?							
		Very little	Some-what	To a great extent					
		1	2	3	4	5			
		Top talent impact							
		9. To what extent would improved employee performance in this role significantly improve firm performance?							
		Very little	Some-what	To a great extent					
		1	2	3	4	5			
		Top talent scarcity?							
		10. Is top talent in this role difficult to attract and retain?							
		Very little	Some-what	To a great extent					
		1	2	3	4	5			
		Strategic position?							
		Yes <input type="checkbox"/>							
		No <input type="checkbox"/>							