

IMPORTANT ANNOUNCEMENT

Our Guide Chart Methodology is now even better.

We've made some enhancements to give you more options for evaluating your jobs. These changes have no impact on your existing evaluations and you don't need to do anything different in future. But if you want to take advantage of these new options, then they are there for your use.

The Accountability Guide Chart has always allowed you to use either a Quantified approach to measure the Impact of a job on the success of the organization or a Non Quantifiable approach. The Quantified approach (which hasn't changed) includes a combination of two dimensions (Magnitude of Impact and Nature of Impact – e.g. “4 C” or “3 P”) to arrive at an evaluation. We typically used the Non Quantifiable approach for relatively low level jobs where it was difficult to identify a meaningful magnitude; there were four options you could choose from (Minor / Moderate / Major / Critical).

What we've seen is that organizations (many in the public and not-for-profit sectors) customize their Accountability Guide Chart to extend the use of the Non Quantified approach. They find this approach easier to apply, easier to communicate to employees and easier to use with a much broader range of jobs – in some cases for the complete organization, including the top jobs. These organizations view this approach as their standard, rather than an alternative only to be used where it is difficult to pin down a magnitude value. We want to give all of our clients the opportunity to use this approach, so we have modified the standard Accountability chart.

We've changed the name from Non Quantifiable to Non Quantified to reflect the decision to opt for this approach even where a magnitude might have been available. To make the Non Quantified approach easy to use and consistent to apply we've introduced two new levels and added new definitions for 6 levels of Non Quantified accountability. These are:

- I Ancillary (previously Minor)
- II Supportive (previously Moderate)
- III Operational (previously Major)
- IV Analytical (previously Critical)
- V Guiding (new)
- VI Effecting (new)

Previously, when using the Non Quantified approach, the highest evaluation score for Accountability might have been D- N IV = 66 points. Now, with the new options, you can produce a score as high as E N VI = 200. This means that almost all individual contributor roles, as well as many junior and middle management positions, can be covered in this way.

Please get in touch with your local Hay Group office if you'd like to discuss how these changes could be used by your organization.