

Top Talent Tips™ March 2009
Tips and Tools for Talent Development Professionals Who Want to
Turn Their Good People Into Top Talent

Establishing an Accountability-Based Culture Through Job Benchmarking

A global economic crisis is unfolding and many organizations may not survive. The team who has the right players, in the right positions with the right skills wins. Benchmarking the job is the first step to assure the right players in the right positions and lays a solid foundation for identifying good people who can become top talent.

The 20 Questions that Establish the Importance of Job Benchmarking

1. Tell me about a critical position you are most concerned about and the key accountabilities it is responsible for. It could be your own position.
2. What goals have you committed to achieving in this position over the next year?
3. What are the key accountabilities for your direct reports?
4. What goal commitments have your direct reports made for the upcoming year?
5. How are you held accountable?
6. How do you hold your direct reports accountable?
7. What type of retention program do you have in place to retain your direct reports?
8. What type of performance management program do you have in place for your direct reports?
9. If your job could talk, which of your skills would be identified as most important?
10. If your job could talk, which of your skills would be identified as a detriment?
11. Who truly understands your position?
12. Who should truly understand your position?
13. If you had a clearer understanding of your job, could you be more productive?
14. If your superiors had a clearer understanding of your job, could you be more productive?
15. If your direct reports had a clearer understanding of their positions, would they be more productive?
16. How would this understanding affect your bottom-line?
17. How would this understanding affect team synergy?
18. How would this understanding affect morale?
19. How would this understanding impact your hiring process?
20. How would this understanding impact your on-boarding?

To learn how to obtain measurable improvements of 10 to 34% in personal and management effectiveness, Email: Bob@Effectiveness.com or Call 888-669-3923

Enthusiastically,

Bob

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