



# CLASSIFY SYSTEM

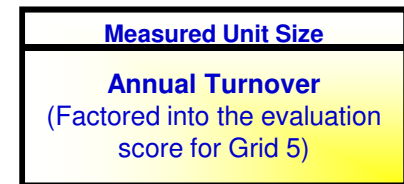
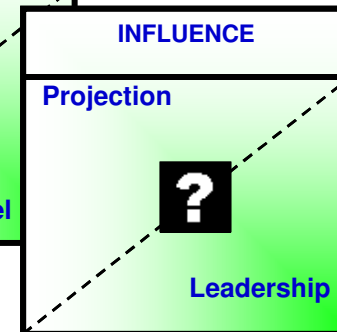
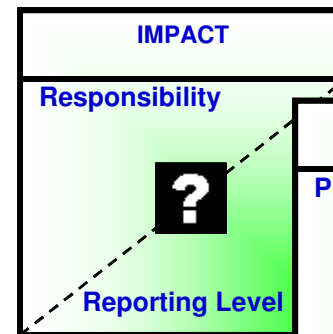
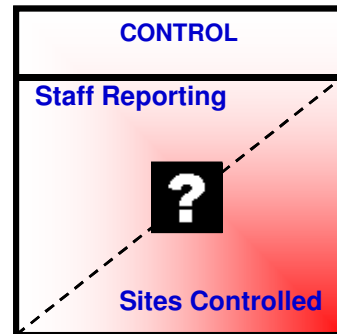
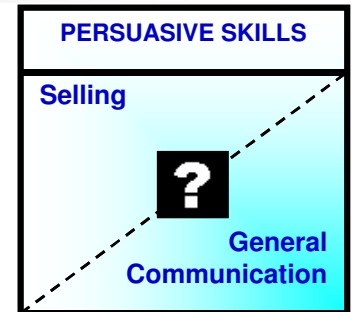
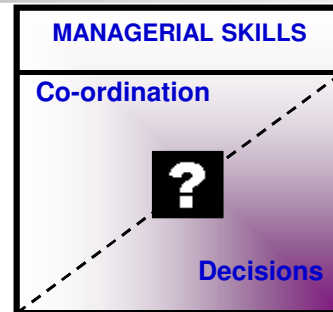
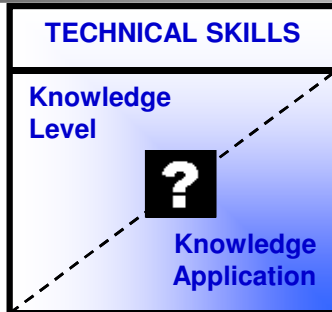
From Cebano

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- Fast and easy to use
- Based on roles defined by Job Families
- Highly consistent
- Computer assisted
- User driven - not consultant led
- Enable a transparent and open process



# CLASSIFY Grids





# Managerial Skills

CLASSIFY Managerial Skills Grid -									
Directs a multinational company or group	590	591	592	593	594	595	596	597	598
Directs a group of companies nationally / in the Pacific Region	581	582	583	584	585	586	587	588	589
Manages a total company	572	573	574	575	576	577	578	579	580
Manages a national operation of diverse or complex nature	563	564	565	566	567	568	569	570	571
Manages a state operation or a standardised national operation	554	555	556	557	558	559	560	561	562
Manages a small state, region or large branch	545	546	547	548	549	550	551	552	553
Manages a number of sections, teams, or a department	536	537	538	539	540	541	542	543	544
Co-ordinates the work within a section, project or team	527	528	529	530	531	532	533	534	535
Co-ordinates own work activities, but not those of others	518	519	520	521	522	523	524	525	526
Does not co-ordinate own work activities, works to a specification	509	510	511	512	513	514	515	516	517
<b>Co-Ordination (vertical), Decisions (horizontal)</b>	Task related decisions within closely	Procedure related decisions within well	Wider decisions within standardised	Significant work management decisions	Major operational decisions within	Major change or tactical decisions	Determines high level policies and business	Defines the organisation' mission subject to	Defines the organisation' mission unilaterally (Proprietor)
<b>Manages a number of sections, teams, or a department</b>									
<b>Wider decisions within standardised practices</b>									

Help

Save

Exit



# Technical Skills

CLASSIFY Technical Skills Grid -												
(Doctoral Degree/s Equivalent) Advanced	497	498	499	500	501	502	503	504	505	506	507	508
(Masters Degree/s Equivalent) Learning	485	486	487	488	489	490	491	492	493	494	495	496
(University Degree Plus Vocational Qualification) Learning	473	474	475	476	477	478	479	480	481	482	483	484
(University Degree Equivalent) Theoretical	461	462	463	464	465	466	467	468	469	470	471	472
(Tertiary Diploma Equivalent) Theoretical	449	450	451	452	453	454	455	456	457	458	459	460
(Post Secondary Course Equivalent) A	437	438	439	440	441	442	443	444	445	446	447	448
(Completed Secondary School Equivalent) A	425	426	427	428	429	430	431	432	433	434	435	436
(Partially Completed Secondary School Equivalent) Knowledge	413	414	415	416	417	418	419	420	421	422	423	424
(Elementary/Primary School Equivalent)	401	402	403	404	405	406	407	408	409	410	411	412
<b>Equivalent Knowledge Level (vertical), Application of Knowledge (horizontal)</b>	CONTINUAL Effort Based Work Manual / Clerical Skills Are	HIGHLY INTENSIVE Effort Based Work Manual / Clerical	CONTINUAL Procedural Work Vocational / Craft or Administr. Skills	HIGHLY INTENSIVE Procedural Work Vocational / Craft or Administr.	CONTINUAL Knowledge Work Specialised Applied In A	HIGHLY INTENSIVE Knowledge Work Specialised Knowledge Applied	CONTINUAL Knowledge Work Integration Of Knowledge From	HIGHLY INTENSIVE Knowledge Work Integration Of Knowledge	CONTINUAL Knowledge Extension Applied Theoretical Developm	HIGHLY INTENSIVE Knowledge Extension Applied Theoretical Developm	CONTINUAL Knowledge Creation Theoretical Studies and Research	HIGHLY INTENSIVE Knowledge Creation Theoretical Studies and
<b>(Post Secondary Course Equivalent) A practical working knowledge of modern technology or specialised systems which may require ongoing learning to maintain proficiency</b>												
<b>CONTINUAL: Knowledge Work Specialised Knowledge Applied In A Deep Focussed Role</b>										<b>Help</b>		
										<b>Save</b>		<b>Exit</b>



# Persuasive Skills

CLASSIFY Persuasive Skills Grid -							
Sells in high level arenas and concludes deals of international scope	641	642	643	644	645	646	647
Closes major contracts on a national basis	634	635	636	637	638	639	640
Sells concepts and intangible services or concludes deals on a	627	628	629	630	631	632	633
Sells tangible products or services, primarily on personal abilities and	620	621	622	623	624	625	626
Sells tangible products or services with significant marketing and	613	614	615	616	617	618	619
Uses normal communicative skills in routine order taking and	606	607	608	609	610	611	612
Uses communicative skills, does not sell directly	599	600	601	602	603	604	605
<b>Individual Selling (vertical), General Communication (horizontal)</b>	Uses basic skills in the transfer of simple facts, instructions or requests	Transfers semi-technical facts and/or handles minor disputes and claims	Transfers relatively complex information or instructions, and/or handles routine	Motivation, consultation and negotiation are key requirements. May make regular	Important commercial, business and industrial negotiations are critical. May make regular	Requires good skills in influencing opinions and actions within a company or a specific market	Requires maximum skills in influencing opinions and actions at an industry or national /
<b>Uses communicative skills, does not sell directly</b>							
<b>Requires good skills in influencing opinions and actions within a company or a specific market or industry</b>							

Help

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# Control

CLASSIFY Control Grid -									
Over 20,000 Staff Reporting	729	730	731	732	733	734	735	736	737
6,000-20,000 Staff Reporting	720	721	722	723	724	725	726	727	728
2,000-5,999 Staff Reporting	711	712	713	714	715	716	717	718	719
750-1,999 Staff Reporting	702	703	704	705	706	707	708	709	710
200-749 Staff Reporting	693	694	695	696	697	698	699	700	701
75-199 Staff Reporting	684	685	686	687	688	689	690	691	692
Large/Multiple Team Leader (25-74)	675	676	677	678	679	680	681	682	683
Team Leader	666	667	668	669	670	671	672	673	674
Team Member	657	658	659	660	661	662	663	664	665
No Staff Reporting	648	649	650	651	652	653	654	655	656
<b>Staff Reporting (vertical), Sites Controlled (horizontal)</b>	Part of a site	1 site, plant, or branch	2 to 20 sites in one state/region	21 to 100 sites in one state/region or small number of staff	More than 100 sites in one state/region. 2 to 50 sites in several	More than 50 sites in several states/regions	More than 50 sites nationally and/or 1 to 10 sites overseas	11 to 50 sites overseas	More than 50 sites overseas
<b>200-749 Staff Reporting</b>									
<b>More than 100 sites in one state/region. 2 to 50 sites in several states/regions or nationally</b>									
								<b>Save</b>	<b>Exit</b>
								<b>Help</b>	



# Impact

CLASSIFY Impact Grid -								
TOTAL UNIT strategically	810	811	812	813	814	815	816	817
TOTAL UNIT operationally	802	803	804	805	806	807	808	809
One or more FUNCTIONS strategically and/or developmentally	794	795	796	797	798	799	800	801
One or more FUNCTIONS operationally	786	787	788	789	790	791	792	793
One or more MAJOR JOB AREAS strategically or developmentally	778	779	780	781	782	783	784	785
One or more MAJOR JOB AREAS operationally and developmentally	770	771	772	773	774	775	776	777
One or more MAJOR JOB AREAS operationally	762	763	764	765	766	767	768	769
A defined JOB AREA developmentally	754	755	756	757	758	759	760	761
A defined JOB AREA operationally	746	747	748	749	750	751	752	753
Specific WORK ROUTINES operationally	738	739	740	741	742	743	744	745
<b>Responsibility (vertical), Reporting Level (horizontal)</b>	More than seven levels down the reporting	7th level in the reporting chain	6th level in the reporting chain	5th level in the reporting chain	4th level in the reporting chain	3rd level in the reporting chain	2nd level in the reporting chain	Head of the organisation unit
One or more MAJOR JOB AREAS operationally and developmentally								
3rd level in the reporting chain								
							<b>Save</b>	<b>Exit</b>
								<b>Help</b>