

Determining Your Own Clout Level

RECORD EACH FACTOR TOTAL ON THE REVERSE SIDE

FACTOR 1: YOUR PERSONAL INFLUENCE

Keep track of your "yes" answers to the following ten questions:

1. Do you react with integrity, dignity, fairness, and empathy for others in both positive and negative circumstances?
2. Are you unwilling to accomplish personal objectives at the expense of the company or others?
3. Do you have relationships with people representing a variety of knowledge bases throughout the organization, industry, and/or community?
4. Are you asked to be involved in situations outside of YOUR functional area or above YOUR level in the organizational hierarchy?
5. Do you shine the "spotlight" on others making sure they receive credit for accomplishments?
6. Do you consistently produce results?
7. Do you associate during work and personal time with others who are known to be powerful/influential in the company, industry and/or community?
8. Do you willingly share resources?
9. Do you interact well with all types of people at all levels in the organization?
10. Do you seem to be able to instill confidence in others, by mentoring or acting as a sounding board?

Factor 1 Score: Of the 10 statements shown, how many (first impression) "yes" answers? _____

Give yourself 10 points for each "yes" x 10

Total Factor 1 score: _____

FACTOR 2: Characteristics of an "Influential" (Clout-full) HR Technology Environment

10 statements follow – keep track of the number that describes your current HR technology environment

1. WEB delivered, SaaS
2. ESS and MSS integrated – Manager "In-Box"
3. Smartphone/Tablet applications available or enabled
4. Metrics – Business Intelligence (beyond simple reports)
5. Metrics presented as a graphical Dashboard
6. Workflow built in, Emails, templates, trigger events, default approvals, Life Cycle changes pushed directly to employee and manager.
7. Single sign-on within multiple functional modules, including On-Boarding, Payroll, Benefits Administration, etc.
8. Modeling and forecast projections of some key metrics, such as "future Turnover".
9. Third party Vendor(s) provides what is not among your company's core competencies.

10. Real time, Payroll calculation, ability for "on the go" adjustments and rerun of payroll calculation – even including time entry.

Based on the 10 factors identified as an "effective or Clout-full HR Technology:

If you believe that your CURRENT ENVIRONMENT HAS 8 OR MORE of these factors.....300 PTS

If you believe that your CURRENT ENVIRONMENT HAS 5 – 7 of these factors.....200 PTS

If you believe that your CURRENT ENVIRONMENT HAS 1-4 of these factors..... 100 PTS

If you believe that your CURRENT ENVIRONMENT HAS NONE of these factors..... 50 PTS

Total Factor 2 score: _____

FACTOR 3: How does your current HR technology support the BUSINESS of your company?

Here are 5 abilities of HR technology, how many does your current system accomplish:

1. An HRT must provide information about productivity of the workforce and provide strategic value – added information (not data) about the competencies and performance of all staff.
2. An HRT should have the ability to forecast, model, and present results as a graphical metric showing trends – into the future.
3. The HRT must provide information to support the (known by HR) strategic plans of the business.
4. The HRT must easily accommodate changing organizational structure.
5. The HRT must strongly assist in the identification of "key employees" and the overall talent management initiatives within the company.

Factor 3 Score: Of the 5 statements above, how many can you say that your HR technology can provide and thus be influential in shaping strategic decisions?

Give yourself 100 points for each of the five you seem confident that your HR technology can do today.

Total Factor 3 score: _____

FACTOR 4: YOUR MANAGEMENT POTENTIAL AND PERSONAL FACTORS IN 10 QUESTIONS

1. Can you name the 2 companies your CEO considers to be his/her most admired?
Yes = 50pts No = 10pts
2. Do you know (and would your CEO agree) your company's top competitor(s)?
Yes = 50pts No = 10pts
3. In the last year alone, have you marketed your HR systems' capabilities within your company by doing any of the following:
 - Speech or presentation to managers
 - Survey of employees or managers and follow-up
 - Published anything describing your capabilities – brochure etc.

- Distributed any reports/METRICS/ DASH-BOARDS to your executive leadership – with or without their request.

Yes = 50 pts No = 10 pts

4. Do you know your company's level of sales or revenue for the past full accounting year, or at least the up or down trend?

Yes = 50pts No = 10pts

5. When asked for information do you provide it based on:

**Current data only = 10 pts
Current and Historical = 30 pts
Current and Future = 60 pts**

6. Is your office on the same floor (in same building) as:

**Your boss = 20 pts
Most Senior Person in HR = 50 pts
CEO/President = 100 pts
Anywhere else in the building = 10 pts
Work remotely = 40 pts**

7. With whom is the highest level meeting that you regularly attend?

**Senior VP or above = 200 pts
VP = 100 pts
Director = 70 pts
Manager = 50 pts
Anyone else = 10 pts**

8. Most of your important (strategic) meetings are in the:

**Boardroom = 50 pts
Boss's Office = 40 pts
Conference Room = 30 pts
Your Office = 20 pts
Cafeteria = 10 pts**

9. Are you on any formal management level committee?

Yes = 50pts No = 10pts

10. The size of your HR/Payroll Master File with active records

**Greater than 5000 active records = 200 pts
Between 1000 and 4999 active records = 100 pts
Between 500 and 999 active records = 50 pts
Less than 500 active records = 5 pts**

Note: If you are a solo-prenuer (consultant or "gig" employee), or if you work in any size company as an individual contributor, or if your own company has less than 200 records – give yourself 100 pts

BONUS: If you are administering within your system any active records in a foreign location
ADD 100 pts

Total Factor 4 score: _____

FACTOR 5: YOUR CURRENT JOB TITLE

**Chief HR Officer / President / Founder = 500 pts
Senior VP, EVP and above = 400 pts
VP OR Director (or Project Director) = 300 pts
Manager (or Project Manager) = 200 pts
All else = 100 pts
If you are a Solopreneur = 300 pts**

Total Factor 5 score: _____

FACTOR 6: YOUR PROXIMITY TO THE MOST SENIOR PERSON (MSP) IN YOUR ORGANIZATION

YOU are the MSP = 300 pts

MSP is 1 level above your job title level (you are next in line) = 250 pts

MSP is 2 levels above = 200 pts

MSP is 3 levels above = 100 pts

Total Factor 6 score: _____

FACTOR 7: WELL ROUNDEDNESS, QUALITY OF INTELLECT, HOBBIES, ETC.

The total number of the following activities that you accomplished in the last **TWO YEARS**:

- read a number of "literary books"
- seen a number of "independent" films
- attended Operas or Shows
- visited Museums
- read any number of books/journals in your field of interest
- spent time on your hobbies (at least a few hours a month)

If greater than 10 such activities = 100 pts
 If between 6-9 such activities = 90 pts
 If between 1 and 5 such activities = 70 pts
 If NO Activities like these = 50 pts

Total Factor 7 score: _____

FACTOR 8: POLITICAL SAVVY – CORPORATE SURVIVAL, ABILITY TO HANDLE YOURSELF IN INTERNAL STRUGGLES

The number of reorganizations, Reductions In Force, or other kinds of downsizing you have survived – during your career:

if NONE = 50 pts
 if ONE = 100 pts
 if MORE THAN ONE = 200 pts

Total Factor 8 score: _____

FACTOR 9: FORCE OF YOUR PERSONALITY

During the last year, think of the number of significant disagreements you have had (or arguments); then choose your answer:

I usually WIN more arguments/disagreements than not – both in my personal life and my work life = 100 pts

I usually have had more success "winning" at work than when involved with personal life = 80 pts

I usually have had more successes "winning" in my personal life than I do in work situations = 50 pts

If NONE OF THIS applies, or you cannot decide = 75 pts

Total Factor 9 score: _____

FACTOR 10: LONGTIME "F" "O" "B" – FRIEND OF BOSS

Statement 1:

You knew your boss prior to his/her accession, or prior to your current position or job

Statement 2:

He (or She) is (or was) considered by you to be a social friend or mentor

SCORING:

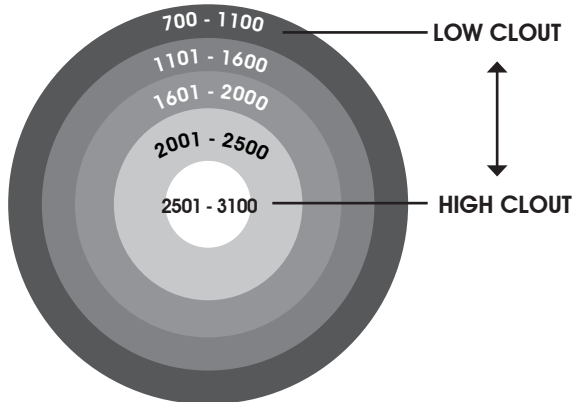
If YES to both statements = 50 pts

If YES to one statement = 40 pts

If none apply = 10 pts

Total Factor 10 score: _____

WHAT YOUR SCORE MEANS



YOUR FACTOR TOTALS

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

TOTAL CLOUD SCORE:

2501 - 3100

A member of the "INNER CIRCLE" to M.S.P – (Most Senior Person) you are routinely providing counsel

2001 - 2500

A great amount – your opinion is sought out and considered

1601 - 2000

Approaching influence – your opinion is listened to

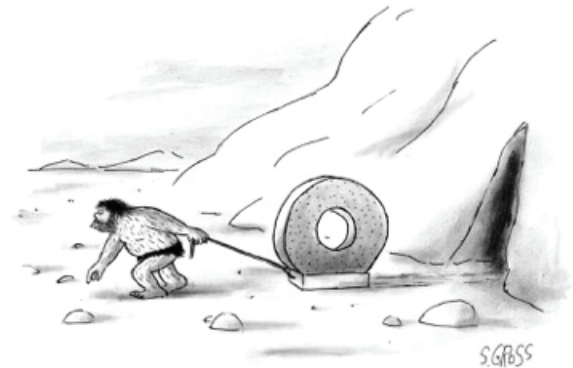
1101-1600

Senior leadership might recognize your face and know your name without prompting

700 - 1100

Boss might recognize you as being a member of the workforce

DOES THIS LOOK LIKE HR AT YOUR COMPANY?



Our Professional Services:

Project management with deep collaboration with client project team accomplishing the following:

- NEEDS ANALYSIS / REQUIREMENTS DEFINITION
- REQUEST FOR PROPOSAL (RFP) PREPARATION
- VENDOR EVALUATION / SELECTION / all vendor communications
- IMPLEMENTATION OVERSIGHT - PROJECT MANAGEMENT
- HR METRICS / HR TECHNOLOGY METRICS
- CONTRACT NEGOTIATIONS WITH HRMS PROVIDERS/SLAs
- IMPLEMENTATION OVERSIGHT / PROJECT MANAGEMENT
- BOARD OF DIRECTORS PRESENTATIONS
- HR TECHNOLOGY STRATEGIC PLANNING
- ON-SITE CUSTOM SEMINARS
- SPEAKING ENGAGEMENTS, KEYNOTES, BLOGS AND WEBINARS



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