

Practical example

(Ideal Standard International owned)

Corp. Band	Corp. Grade	Roles Contribute Through:	Level	Roles	Mercer	Hay	WW Grade
I		Global Strategic Vision	Board		72 + 69	4200 2900	21 + 20
D	2	Strategic Business Leadership	SMT	Executive Management Team	68 67 66	2200	19
	1		VP	Key Regional Business & Functional Leaders	65 64 63		
E		Strategic Functional Leadership	Director	Key Country Business & Sub-function Leaders	62 61 60 59	1100	17 + 16
A	2	Operational / Tactical Management or Professional Leadership	Senior Manager	Small Country Business Mgrs / Major Country Functional Mgrs	58 57	700	15 + 14
	1		Manager	Middle Managers	56 55 54		
L	4	Expertise	Senior	Professional IV	53-55	380	12
	3		—	Professional III	50-51	310	11
	2		—	Professional II	48-49	245	10
	1		Junior	Professional I	46-47	200	9
S	6	Support / Skills	—	Support IV	45		8
	5		—	Support III	44		7
	4		—	Support II	43		6
	3		—	Support I	42		5
	2		—	—	41		4
	1		—	—	40		3

Mercer Ced Points Manual

Mark Steyvers



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The Top Books of the Year Mercer Ced Points Manual The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels enthralling the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the fascinating narratives that have enthralled audiences this year. The Must-Read : Colleen Hoovers "It Ends with Us" This touching tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Mercer Ced Points Manual : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Mercer Ced Points Manual : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and gripping novel that will keep you speculating until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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