

Practical example

(Ideal Standard International owned)

Corp. Band	Corp. Grade	Roles Contribute Through:	Level	Roles	Mercer	Hay	VW 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

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Mercer Ced Points Manual:

Decoding **Mercer Ced Points Manual**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its capability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Mercer Ced Points Manual**," a mesmerizing literary creation penned with a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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