



Interactions: Responsibilities and Skills

In the Assessment column, select the role from the drop-down list which best describes the employee's current responsibilities for each row

		Consultant	Senior Consultant	Principal Consultant	Project Manager	Engagement Manager	Solutions Architect	Practice Director	Assessment
	Presentation and Reporting	Occasional client presentations and short reports	Client technical presentations and short reports	Client technical and business presentations, status and technical reports	Frequent client presentations on any topic	Extensive business	Extensive business and authoritative technical	Extensive and authoritative business	Project Manager
	Negotiation	Supports negotiation	Negotiates technical issues with client peers	Negotiates technical and scheduling issues with client peers	Negotiates strategic, scheduling, technical and resource issues with client	Negotiates strategic, scheduling, technical and resource issues with client at C** level	Negotiates strategic, scheduling, technical and resource issues with client at C** level	Negotiates strategic, scheduling, technical and resource issues with client at C** level	Project Manager
	Meeting Dynamics	Participates in internal and client meetings	Runs small client meetings with technical agendas	Runs client meetings	Calls and runs strategic, status and technical client meetings	Calls and runs strategic, status and technical client meetings at C** level	Calls and runs strategic, status and technical client meetings	Calls and runs strategic, status and technical client meetings at C** level	Principal Consultant
	Change Management	Aware of need for client change management. Follows change management methodology	Contributes to and follows change management methodology	Designs and implements client change management	Implements and manages change management program for MI and client team	Designs change management program for MI and client team	Designs and implements change management program for MI and client team	Designs change management program for MI and client team	Project Manager
	Organizational Design	Recognizes organizational design opportunities	Recognizes and may contribute to organizational design opportunities	Contributes to client organizational modification recommendations	Implements and manages modifications to client organizations	Contributes to client organizational modification recommendations	Analyzes client organizations and recommends modifications	Analyzes client organizations and recommends modifications	Project Manager
	Training	Provides training to MI internal and end users.	Coaches, mentors and provides training	Develops and delivers training to end	Develops and delivers training to end users,	Coaches and mentors clients in "on-the-job"	Develops and delivers training to end users,	Develops and delivers training to end	Project Manager

Select
 Consultant
 Senior Consultant
 Principal Consultant
 Project Manager
 Engagement Manag
 Solutions Architect
 Practice Director