

ROLE/JOB TITLE

TEAM/DEPARTMENT

MOST IMPORTANT NUMBER

How this role creates value

This is not “what” you do, but how you create value for your team and the organization.

Outcome Based Responsibilities (OBRs)

These are NOT your job duties or tasks; these are why you do them, the results or outcomes through which you create value. List 2-4 OBRs and their associated Key Performance Indicators.

OBR

KPI

Capabilities

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Duties

The required actions needed to achieve the Outcome Based Responsibilities.

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