HR DELIVERY
Making Sure HR Delivers

THE CLIENT BROCHURE SERIES

Compensation, Evaluation and Performance

Make role value, reward and performance easier to explain

Connect role evidence, salary planning and performance expectations in a practical review process, with clear assumptions, documented decisions and support for the managers who need to explain them.



EXPLORE. PLAN. PUT IT TO WORK.

Website resources · specialist support · portal tools
Practical examples and client journeys

START WITH YOUR PRIORITY

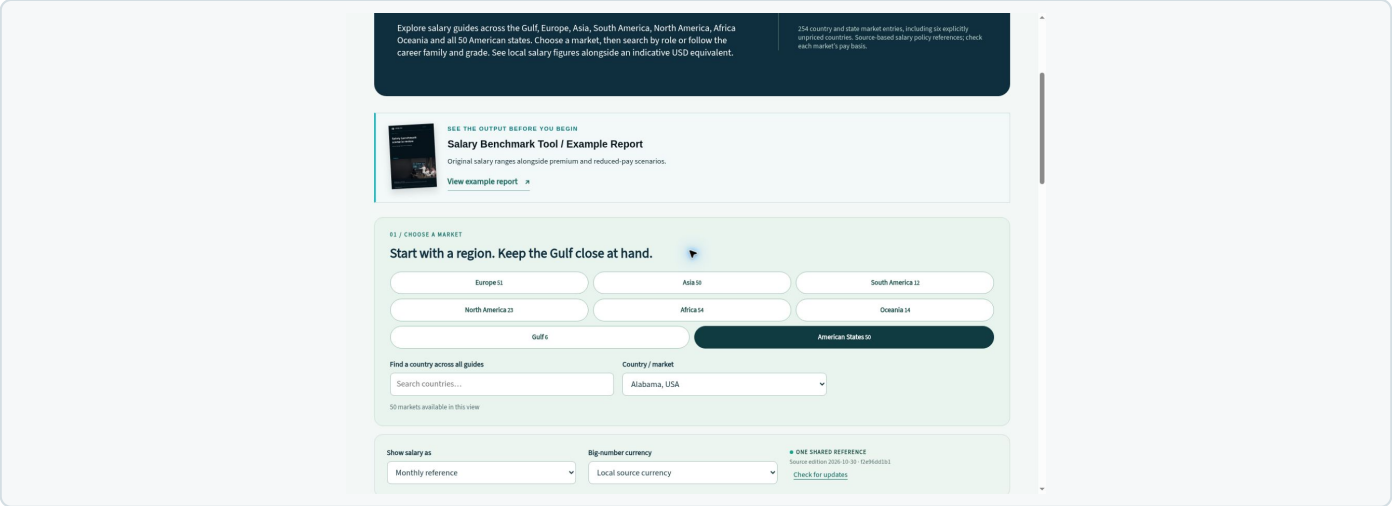
Give important people decisions a clearer basis

Questions about pay and performance often arrive together, but they require different evidence. Job evaluation examines the role's demands. Salary planning considers the organisation's chosen references and reward approach. Performance review considers the contribution made against agreed expectations. HR Delivery helps you organise these conversations while keeping their purposes clear and their assumptions visible to the people making decisions.

Explore the salary and career guides, the eight-factor Evalu8 approach and the resources for objectives and review. Then bring your organisation's question to Lama. The assignment can focus on a role, a proposed salary framework or the performance cycle. Planning bands require local calibration, and Evalu8's current review-and-pilot status remains part of the setup discussion.

WHO THIS GUIDE IS FOR

- HR and reward leaders preparing salary or grading proposals
- Managers clarifying objectives and reviewing contribution
- Leadership teams evaluating roles, structures and workforce affordability



WEBSITE SCREEN / Live global salary explorer with continents, Gulf access and American States.

THE QUESTIONS TO BRING

- What role evidence supports the proposed grade?
- Which pay references and assumptions are we using?
- How will managers discuss performance evidence and next actions?

WHAT YOU CAN WORK TOWARDS

- A documented role-evaluation proposal for review
- Salary scenarios with an explicit pay and cost basis
- Agreed objectives and a practical review process

A GUIDE TO YOUR GUIDE

Find the support you need

Explore the service, understand the tools and arrive at a focused conversation with HR Delivery.

01 / GET TO KNOW THE SERVICE

Introduction 002

Foreword from Dr Phillip 004

Meet Lama: your first point of contact 005

About HR Delivery and our five pledges 006

02 / EXPLORE AND USE THE SERVICE

Website resources and how to use them 008

Your specialist support 010

The portal: tools, studios and workspaces 015

03 / BRING IT INTO YOUR ORGANISATION

Two practical client journeys 033

Service arrangements and useful links 036

Your next conversation with HR Delivery 037

USE THE PDF AS A WORKING GUIDE

The contents and page-foot links are clickable. PDF bookmarks give direct access to every tool, studio, resource and client example.

A PERSPECTIVE ON REWARD AND PERFORMANCE

Foreword from Dr Phillip Welsh

PROPOSED WORDING FOR DR PHILLIP'S REVIEW

"Clear reward and performance decisions begin with relevant evidence, visible assumptions and a conversation people can understand."

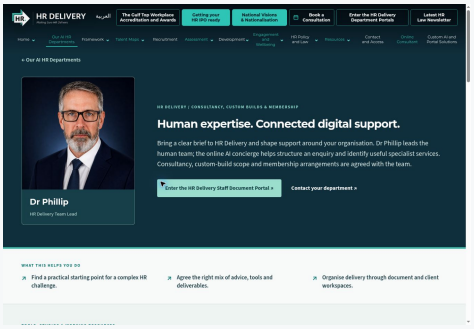
People deserve a clear explanation of the expectations attached to their work and of the decisions that affect it. That explanation depends on the quality of the underlying reasoning. A job title alone cannot establish the demands of a role. A salary figure means little without a market, currency and pay basis. A performance judgement needs evidence, context and a conversation about what was agreed.

HR Delivery brings these subjects into a connected service while preserving the distinctions between them. Role evidence supports job evaluation. Salary references and scenarios support reward planning. Objectives and review records support discussion of contribution and development. The tools help clients prepare a proposal, examine assumptions and organise the material that decision-makers need. They work best within an explicit organisational process for challenge, approval and subsequent review.

This brochure invites you to begin with a practical question. You may want to examine a newly created role, prepare a salary-policy discussion or improve the way managers review progress. Bring the question, the relevant documents and any existing decisions to Lama. HR Delivery can help define a manageable assignment, confirm the appropriate method and identify where calibration or further professional review is needed.

DR PHILLIP WELSH

Human team lead, HR Delivery



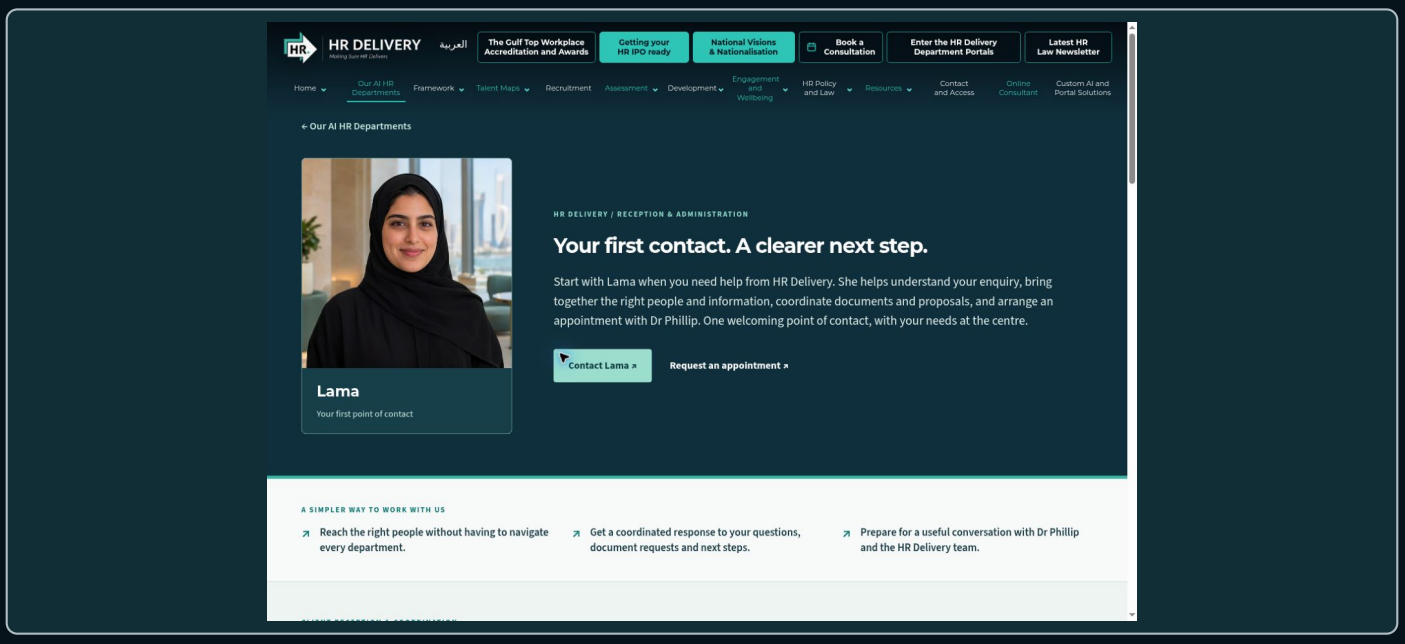
WEBSITE SCREEN / Dr Phillip Welsh: HR Delivery's human team lead.

YOUR FIRST POINT OF CONTACT

Meet Lama

Bring your business question. We will help you find the right next step.

Ask Lama to arrange a conversation about the reward or performance question your organisation needs to resolve. You might bring a role requiring evaluation, a salary-framework proposal or a review process that managers find difficult. Share the context and available documents first. The team can then agree the appropriate support, evidence requirements and review responsibilities before confirming the assignment's scope.



WEBSITE SCREEN / Lama's public reception and administration service route.

A USEFUL FIRST BRIEF

- Current job descriptions and evidence of role authority or impact
- Salary-policy documents, countries, currencies and the intended pay basis
- Existing grading, evaluation or approval arrangements
- Strategic priorities, objectives and performance-review materials

HOW LAMA HELPS

- Identify whether the question concerns role value, reward planning or performance
- Arrange the relevant discussion with the HR Delivery team
- Confirm setup, calibration needs and enabled communication channels

A focused brief helps the team distinguish the decision you need from the information still missing, then agree a practical sequence for review and approval.

ABOUT HR DELIVERY

Expertise that turns people priorities into useful work

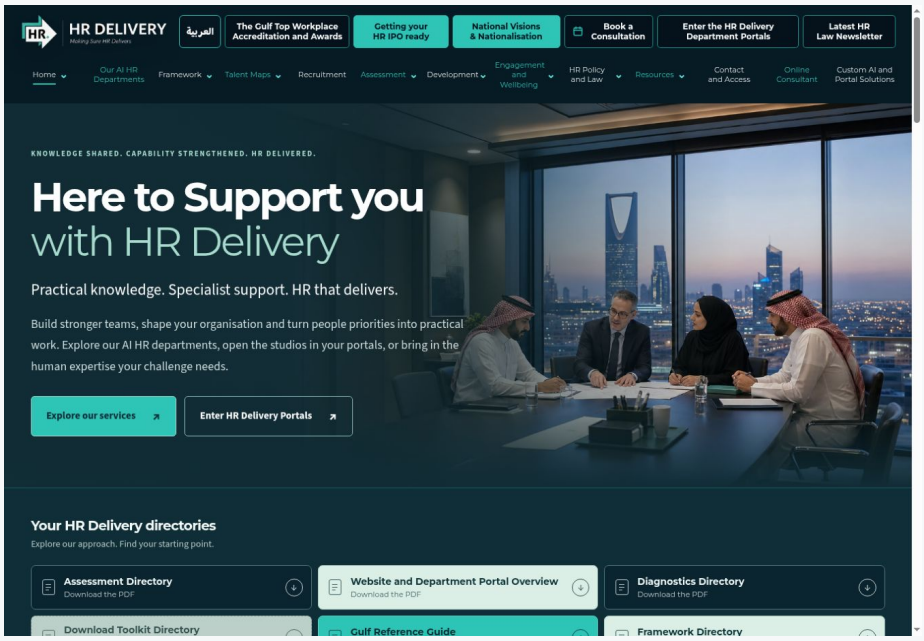
A multidisciplinary HR service led by Dr Phillip Welsh, connecting professional advice, practical resources and hands-on support.

OUR MISSION

Help organisations develop their people, strengthen HR capability and put plans into practice through expert advice, useful tools and direct delivery support.

OUR VISION

Organisations with the leadership, capability and culture to help people thrive and sustain their success.



WEBSITE SCREEN / HR Delivery: the public service directory and department routes.

THE WAY WE WORK

Your organisational context comes first. HR Delivery draws together psychometrics, organisation development, learning and development, project delivery and HR practice. Advice and resources are adapted to the assignment, its people and its operating environment.

OUR VALUES

Expertise · generosity · accountability · adaptability · respect for local context

OUR COMMITMENT TO YOU

Five pledges.
One working relationship.

What these commitments mean when you work with HR Delivery.

01 Deep expertise

Bring relevant professional knowledge to your question and combine evidence with considered judgement.

02 Always helping

Offer useful resources and a level of support that fits the challenge you are trying to resolve.

03 Delivery guaranteed

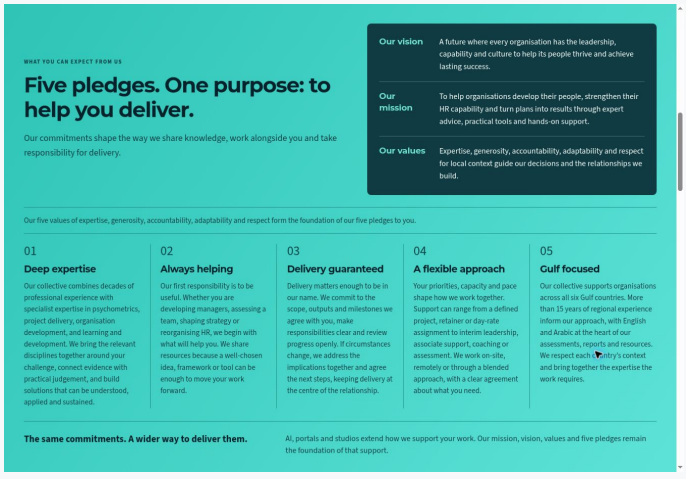
Agree the work, outputs, responsibilities and review points, with clear communication about progress.

04 A flexible approach

Shape the delivery arrangement around your requirements, whether advisory, project based, ongoing, remote or in person.

05 Gulf focused

Take account of the six Gulf countries, the local organisational context and the language needs of the assignment.



WHAT YOU CAN EXPECT FROM US

Five pledges. One purpose: to help you deliver.

Our commitments shape the way we share knowledge, work alongside you and take responsibility for delivery.

Our vision	A future where every organisation has the leadership, capability and culture to help its people thrive and achieve lasting success.
Our mission	To help organisations develop their people, strengthen their HR capability and turn plans into results through expert advice, practical tools and hands-on support.
Our values	Expertise, generosity, accountability, adaptability and respect for local context guide our decisions and the relationships we build.

Our five values of expertise, generosity, accountability, adaptability and respect form the foundation of our five pledges to you.

01	02	03	04	05
Deep expertise	**Always helping**	**Delivery guaranteed**	**A flexible approach**	**Gulf focused**
Our collective combines decades of professional experience with specialist expertise in psychometrics, project delivery, organisation development, and learning and development. We bring the relevant disciplines together around your challenge, connect evidence with practical judgement, and build solutions that can be understood, applied and sustained.	Our first responsibility is to be useful. Whether you are developing managers, assessing a team, shaping strategy or reorganising HR, we begin with what will help you. We share resources because a well-chosen idea, framework or tool can be enough to move your work forward.	Delivery matters enough to be in our name. We commit to the scope, outputs and milestones we agree with you, make responsibilities clear and review progress openly. If circumstances change, we address the implications together and agree the next steps, keeping delivery at the centre of the relationship.	Your priorities, capacity and pace shape how we work together. Support can range from a defined project, retainer or day-rate assignment to interim leadership, associate support, coaching or assessment. We work on-site, remotely or through a blended approach, with a clear agreement about what you need.	Our collective supports organisations across all six Gulf countries. More than 15 years of regional experience inform our approach, with English and Arabic at the heart of our assessments, reports and resources. We respect each country's context and bring together the expertise the work requires.

The same commitments. A wider way to deliver them. AI, portals and studios extend how we support your work. Our mission, vision, values and five pledges remain the foundation of that support.

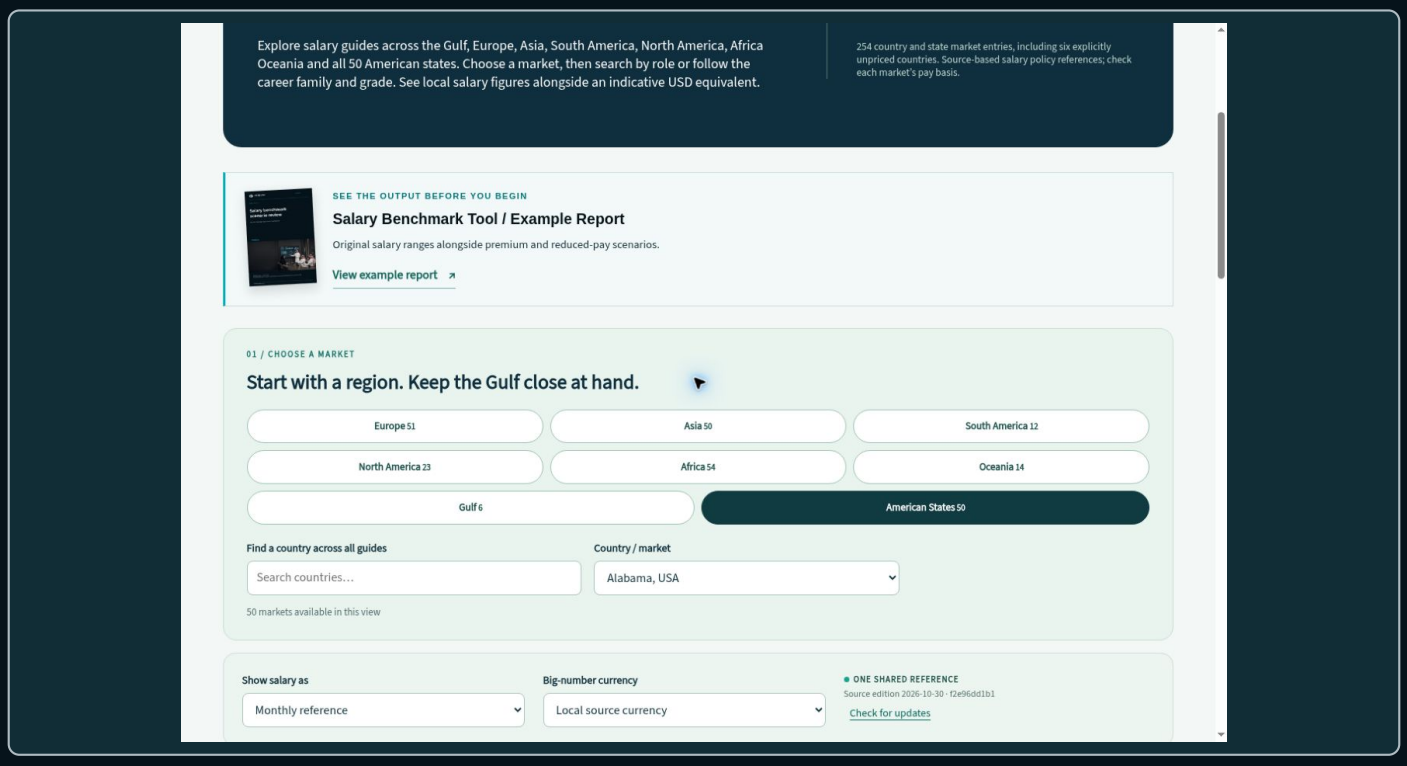
WEBSITE SCREEN / HR Delivery's published mission, vision, values and five pledges.

F / REWARD AND PERFORMANCE

01

Explore the website resources

Connect role value, salary planning and performance expectations with a clear organisational review process.

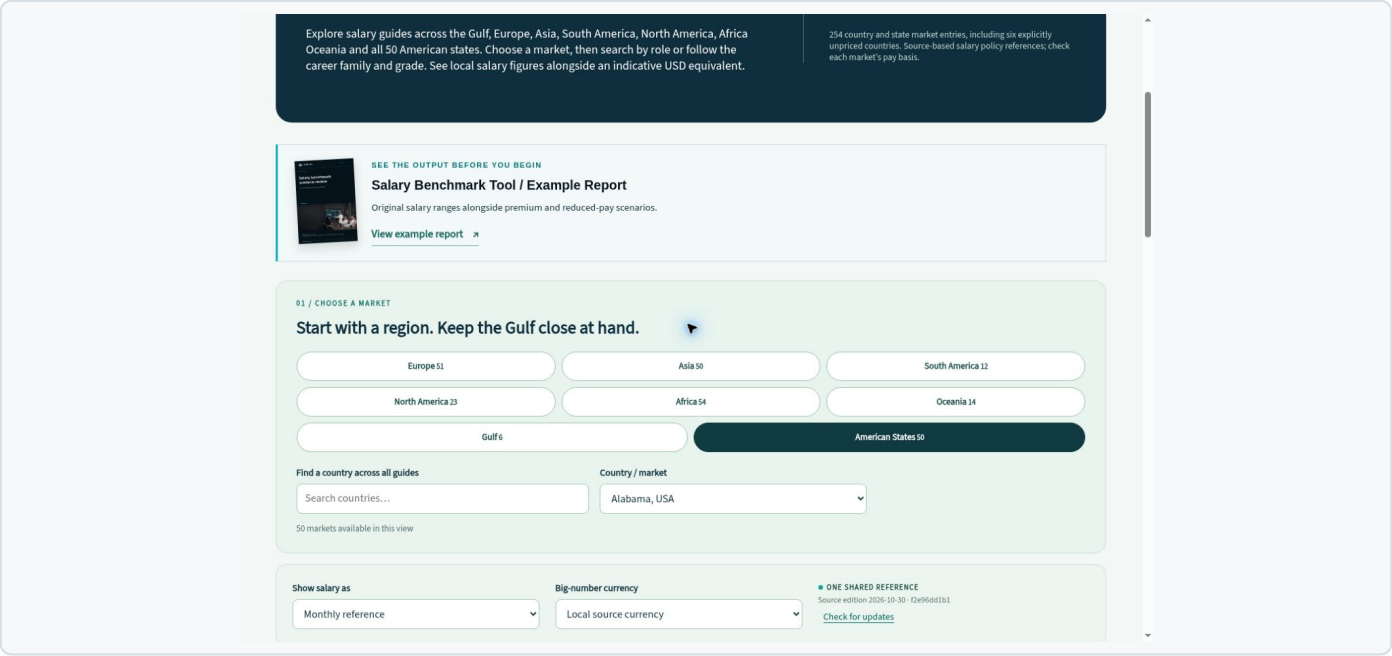


WEBSITE SCREEN / Live global salary explorer with continents, Gulf access and American States.

WEBSITE / ORIENTATION

Explore the references before shaping your proposal

The website introduces salary geography, currencies and career-family guides alongside Omar's specialist area. Explore the relevant country or state and examine the role, grade and pay basis before comparing figures. The salary bands are policy and planning references, with coverage labels where a price is unavailable. They provide a starting point for discussion with HR Delivery; they do not establish surveyed market percentiles, employee entitlements or an approved organisational salary structure.



WEBSITE SCREEN / Live global salary explorer with continents, Gulf access and American States.

HOW TO EXPLORE

1. **Choose the context.** Identify the country, career family, role level and purpose of the comparison.
2. **Read the basis.** Check currency, pay components, coverage and any assumptions attached to the reference.
3. **Prepare the discussion.** Bring your actual roles and reward questions to Lama for a scoped service conversation.

ILLUSTRATIVE CLIENT USE

Illustrative example: An HR lead considers a new technical team in two Gulf countries. The public salary guides help frame the role and currency questions. The client then prepares its actual job requirements and asks HR Delivery to discuss comparable references and separate employment-cost assumptions.

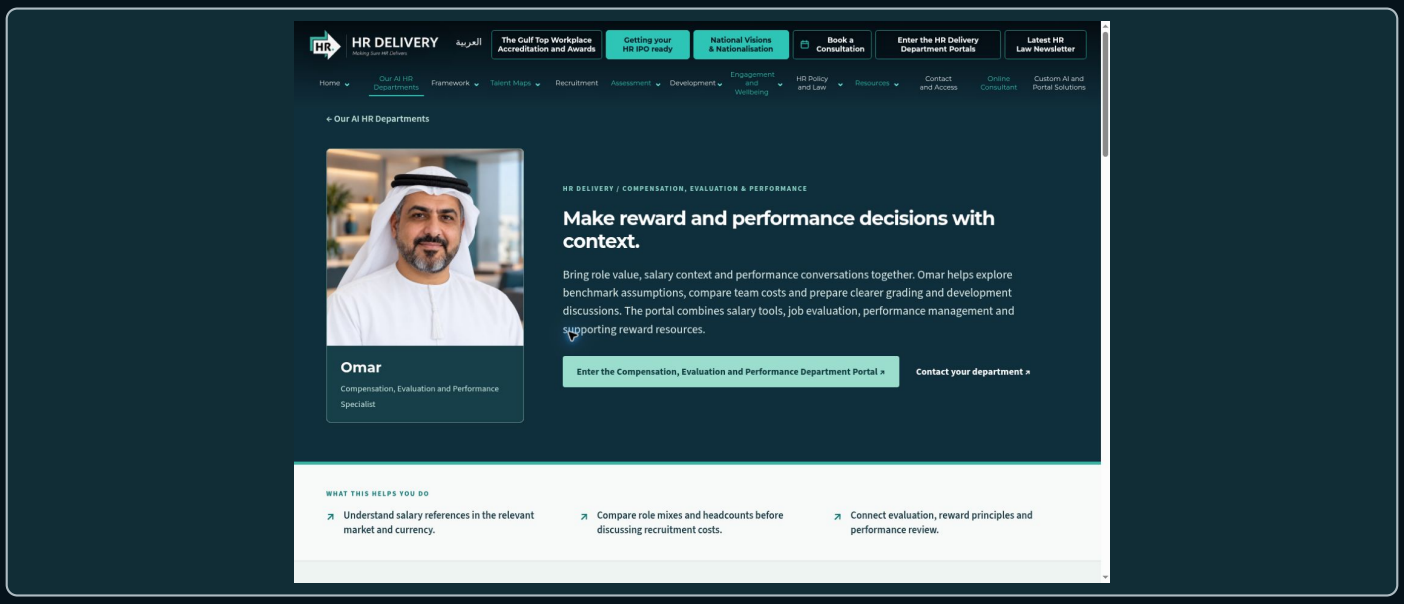
SPECIALIST SUPPORT

Meet Omar

Use the specialist area to prepare a focused question and connect it with the service you need.

OMAR / COMPENSATION, EVALUATION AND PERFORMANCE SPECIALIST AREA

- What evidence should support the evaluation of this role?
- How can we compare salary scenarios on the same pay basis?
- How should our objectives and review records connect with strategic priorities?



WEBSITE SCREEN / Omar department profile

ACCESS IN THREE STEPS

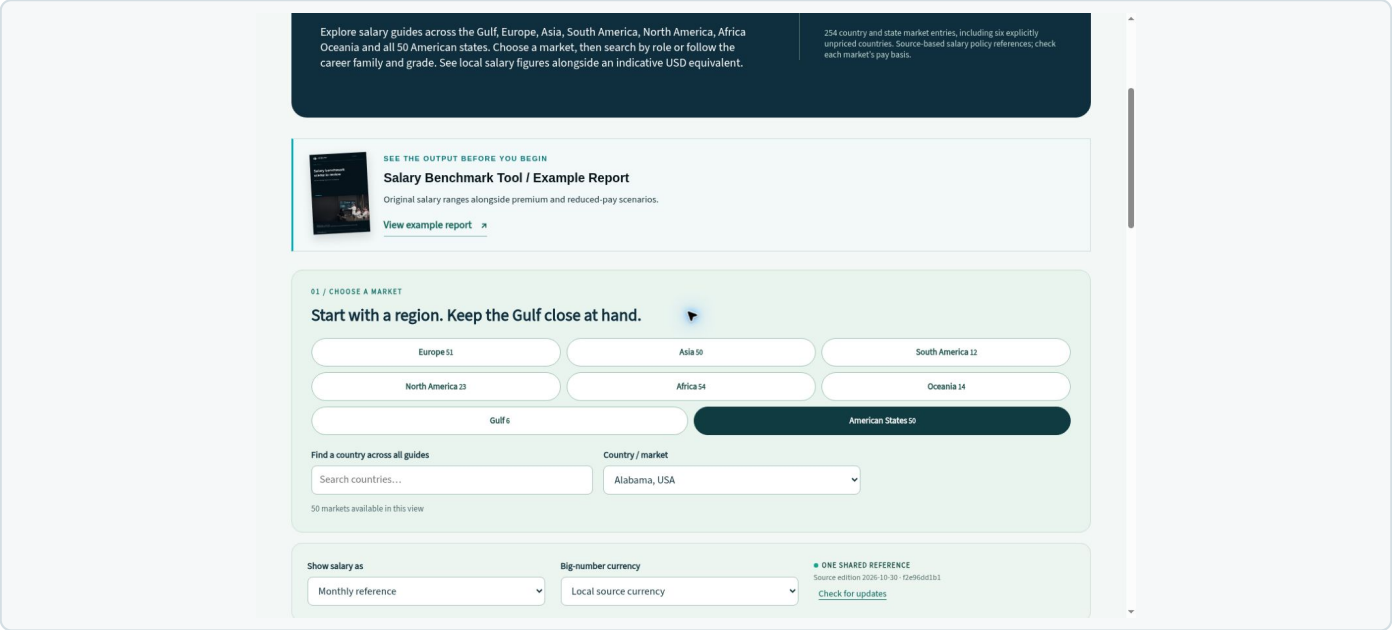
- Explore Omar’s profile and the relevant salary, evaluation or performance resources.
- Prepare the role or policy question and the documents that explain its context.
- Arrange the service through Lama and confirm enabled digital channels during setup.

Omar is the named AI specialist area. Provider-backed communication requires confirmation; the human HR Delivery team can scope the service through Lama. Salary assumptions and Evalu8’s pilot status remain material to the engagement.

EXPLORE SALARY PLANNING REFERENCES

Salary Benchmark Studio

Compare role and geography references as an explicit input to salary-policy discussions, keeping the pay basis and coverage limitations visible throughout.



WEBSITE SCREEN / Live global salary explorer with continents, Gulf access and American States.

WHAT IT GIVES YOU

The explorer offers regional guides, country search, Gulf routes and American States navigation, including all 50 US states. Its salary figures are HR Delivery policy and planning bands rather than surveyed percentiles; coverage labels identify markets without a price.

THE CLIENT VALUE

A consistent reference helps clients prepare reward and affordability discussions, while making clear which assumptions need local market evidence and organisational calibration.

YOUR OUTPUTS

- Country, state and role references
- Minimum, midpoint and maximum policy bands
- Geographical guides and coverage labels

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A company considers a new engineering role in Qatar. HR explores the relevant country and career-family references, checks the coverage label and records the displayed band as planning material, then discusses its suitability for the actual role and reward policy. What would you need to establish before using this planning band in a salary proposal?

SERVICE CONTEXT / Policy and planning bands; not surveyed market medians

SOURCE: HR.DELIVERY / SALARY BENCHMARK

KEEP CROSS-COUNTRY COMPARISONS INTERPRETABLE

Local-currency salaries and USD conversion

Review pay in its local currency and an indicative common currency, retaining the original pay basis and exchange-rate context for the comparison.

WHAT IT GIVES YOU

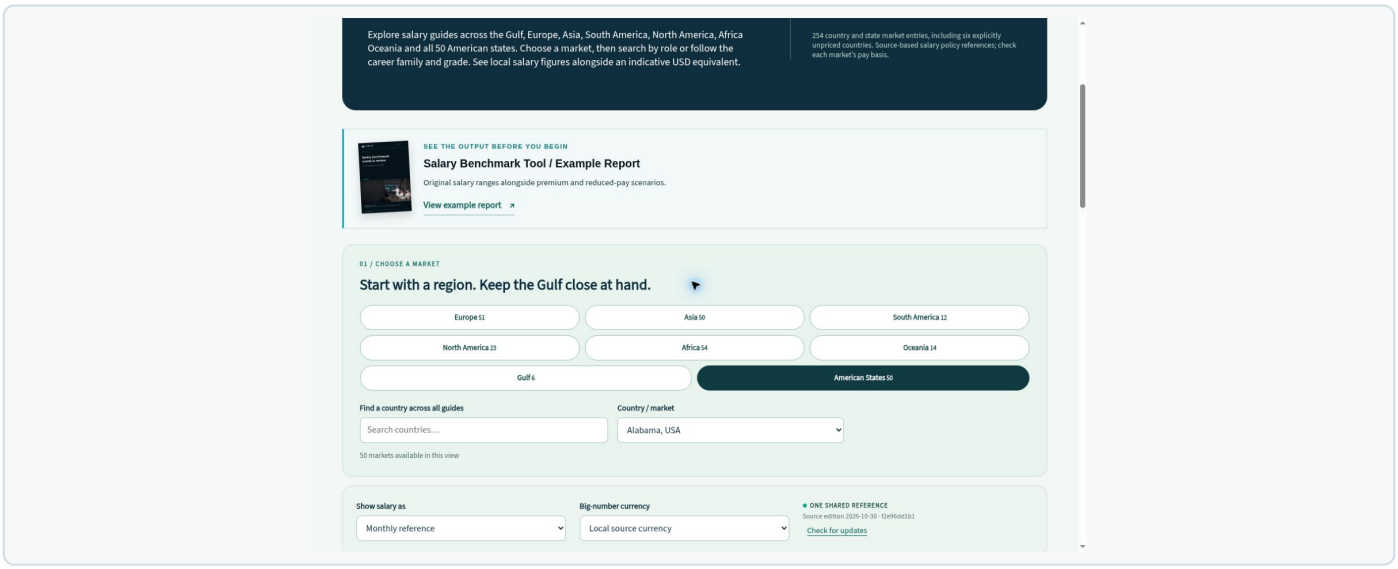
Salary references show local figures, USD equivalents and supported display currencies, with a separate exchange desk. Conversion changes the currency presentation; it does not adjust purchasing power or add allowances, benefits, variable pay or other employment costs.

THE CLIENT VALUE

Leaders can discuss cross-country salary assumptions more clearly without losing sight of the local pay basis or mistaking a conversion for total employment cost.

YOUR OUTPUTS

- Local-currency basic-pay references
- Indicative USD and display-currency equivalents
- Exchange-rate context for a comparison



WEBSITE SCREEN / Supporting live salary explorer and market controls; the Qatar reference and currency equivalents were separately inspected.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A regional finance team wants to discuss salary references in a common currency. HR retains the original local-currency amounts and rate context alongside the USD presentation, while listing allowances and other employment costs separately so conversion does not obscure the comparison's basis. Are the figures comparable in pay components and rate date as well as currency?

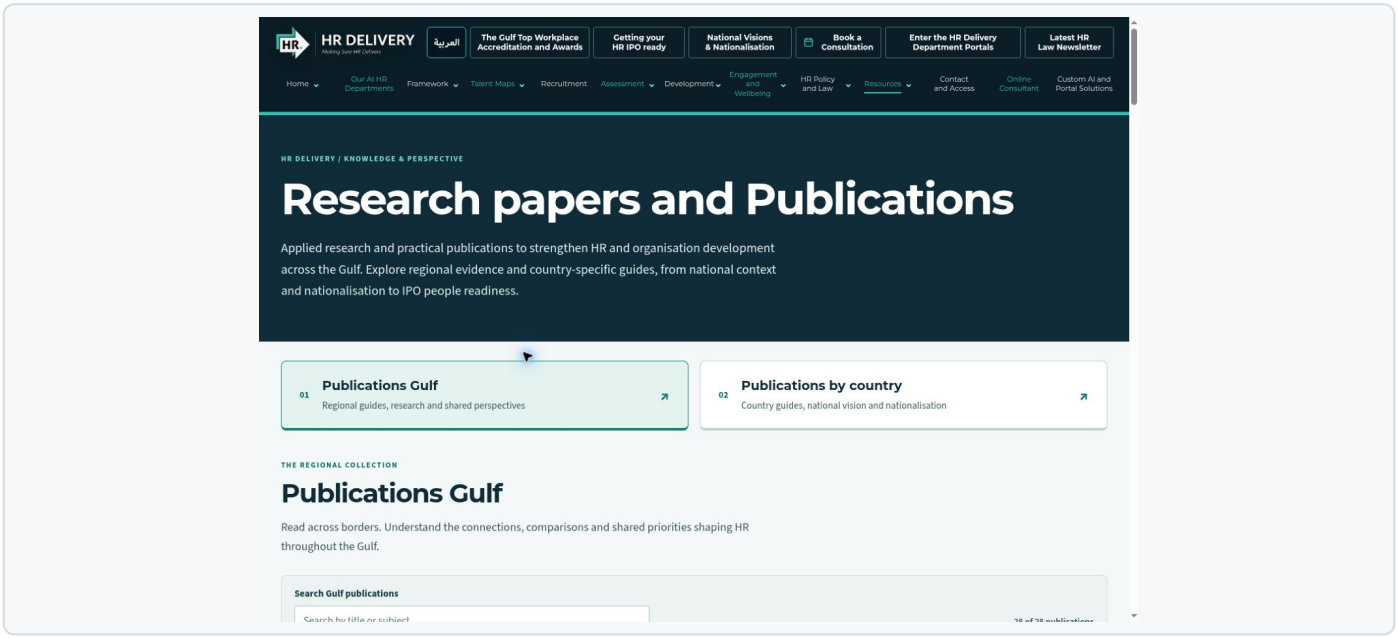
SERVICE CONTEXT / Indicative conversion; retain the pay basis and rate date

SOURCE: HR.DELIVERY / SALARY BENCHMARK

PREPARE A BETTER-INFORMED REWARD BRIEF

Salary and career-family reference guides

Use country and career-family guides to connect job classification with proposed monthly basic-pay ranges before discussing recruitment budgets or an organisational reward framework.



WEBSITE SCREEN / Supporting Research and Publications directory for country salary and career guides.

WHAT IT GIVES YOU

The guides connect 100 career families with 13 HR Delivery reference grades and local-currency pay ranges. Six Gulf-country editions sit alongside career-family comparisons, helping clients examine role context and pay basis before calibrating references against their actual jobs.

THE CLIENT VALUE

Clients can enter reward discussions with a more structured reference set while keeping local evidence, the complete employment package and organisational judgement in view.

YOUR OUTPUTS

- Country classification and salary guides
- Career-family comparison references
- Role and pay-basis questions for calibration

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: An HR team reviews roles across several career families before preparing a pay discussion. It uses the country and career-family guides to identify relevant reference grades, then checks the organisation's actual responsibilities rather than matching jobs by title alone. Which responsibilities support the proposed career-family and grade match?

SERVICE CONTEXT / Proposed reference ranges; not automatic pay decisions

SOURCE: HR.DELIVERY / RESEARCH PAPERS

BRING REWARD AND PERFORMANCE INTO CONTEXT

Meet Omar - Compensation, Evaluation and Performance

Frame a reward or performance enquiry with the role evidence, salary assumptions and organisational priorities that the decision needs to take into account.

WHAT IT GIVES YOU

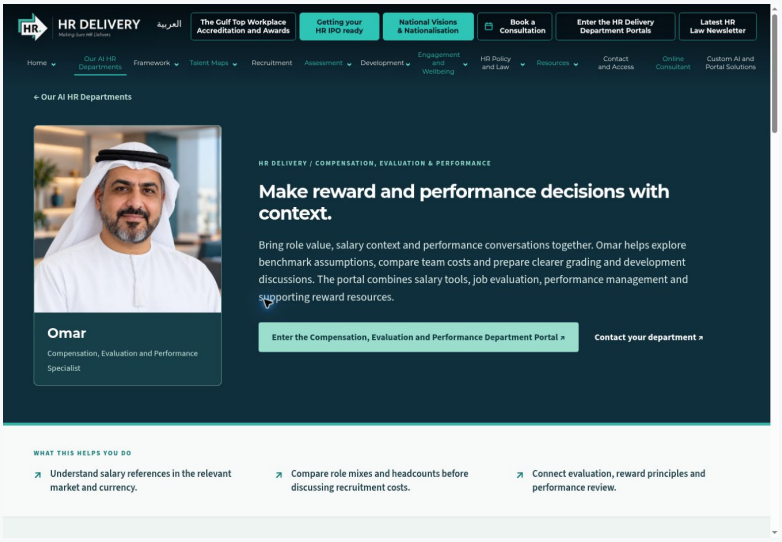
Omar's public profile connects salary references and currencies, team-cost comparisons, job-evaluation evidence, objectives and performance conversations. The area helps clients identify suitable tools and prepare a focused brief for the human HR Delivery team's review and support.

THE CLIENT VALUE

A structured brief makes the connection between role scope, reward assumptions and performance expectations easier to discuss before selecting tools or agreeing an assignment.

YOUR OUTPUTS

- Reward or performance enquiry brief
- Relevant salary and evaluation references
- Questions about objectives and review evidence



WEBSITE SCREEN / Omar department profile

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A reward manager needs help distinguishing a grading question from a salary-policy question. Omar's specialist area introduces the relevant resources; the manager prepares both questions and asks Lama to arrange a discussion with the HR Delivery team about scope and evidence. Is your immediate question about the role, the reward policy or the employee's contribution?

SERVICE CONTEXT / Specialist profile available; live AI connection pending

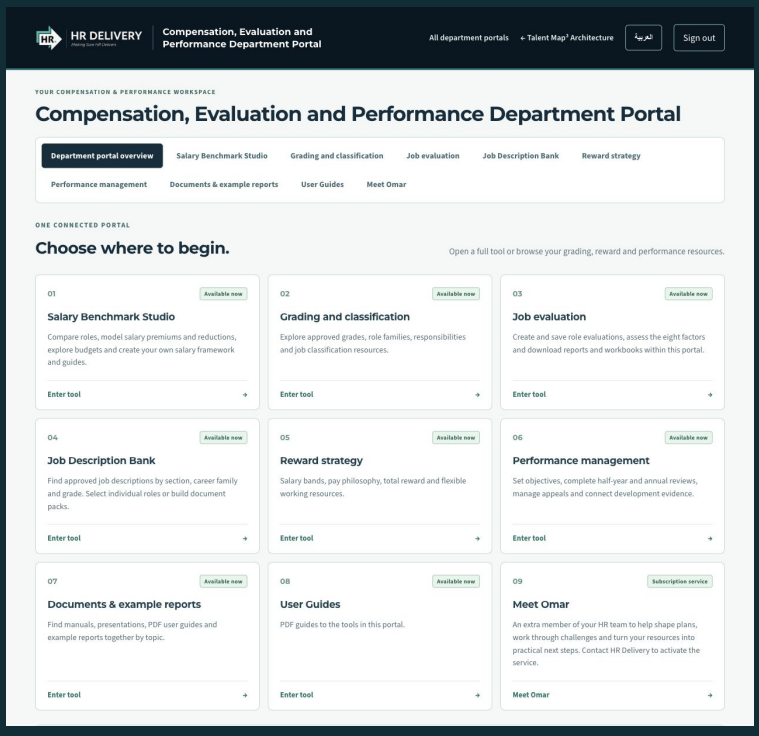
SOURCE: HR.DELIVERY / DEPARTMENT COMPENSATION PERFORMANCE

F / REWARD AND PERFORMANCE

02

Put the portal to work

Connect role value, salary planning and performance expectations with a clear organisational review process.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

PORTAL / THE WORKING SEQUENCE

Turn role and reward evidence into reviewable proposals

The compensation and performance workspace connects role evaluation, salary references, adjustment scenarios, salary-framework preparation and the performance cycle. Bring the organisation's actual responsibilities, policy choices and approval arrangements. Prepare the relevant evidence and record the assumptions behind each proposal before it reaches reviewers. Evalu8 model 0.9 remains at review and pilot stage, and salary figures retain their planning basis. Confirm the available workspace functions and service arrangements during setup, with authorised managers responsible for agreement and implementation.

01

Define the decision

Separate the role-evaluation, salary-policy and performance questions the organisation needs to answer.

02

Prepare the evidence

Gather responsibilities, comparable references, cost assumptions or work evidence relevant to that question.

03

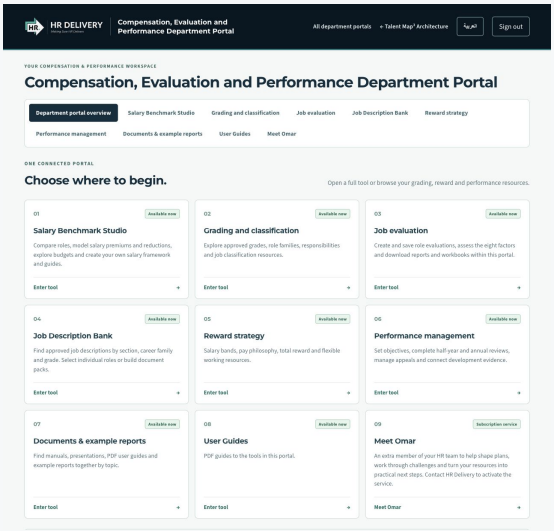
Review the proposal

Challenge factor choices, salary adjustments or objectives through the agreed organisational review process.

04

Agree and maintain

Record authorised decisions, owners and the circumstances that will trigger a future review.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

BRING TO THE WORKSPACE

- Role responsibilities and evaluation evidence
- Countries, grades, currencies and pay components
- Reward-policy assumptions and decision authorities
- Objectives, work evidence and review dates

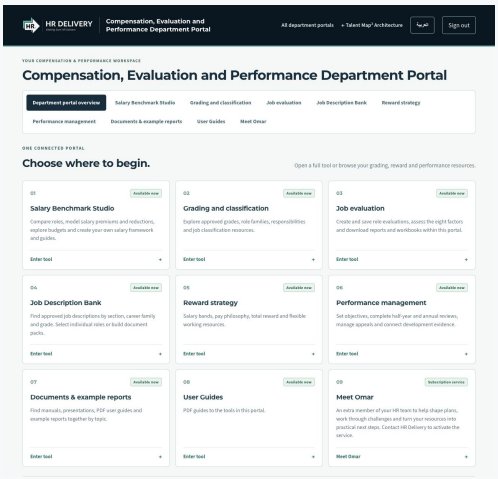
WORK TOWARDS THESE OUTPUTS

- Factor rationale and proposed grade
- Salary-policy and team-cost scenarios
- Draft salary guide for approval
- Objectives, review conclusions and follow-up actions

F2 · YOUR CLIENT EXPERIENCE

Connect role value, salary planning and performance

Use reference tools to bring evaluation evidence, pay assumptions and objectives into a more coherent management discussion.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

WHAT IT GIVES YOU

The portal connects salary geography and currency views, grading, the eight-factor evaluation model, job descriptions and performance support. Start with the role, examine the relevant reference assumptions and prepare a proposal for review within your organisation's reward and performance governance.

THE CLIENT VALUE

Your organisation can make the basis of reward and performance discussions more explicit and maintain a clearer link to the work.

YOUR OUTPUTS

- Role-evaluation evidence
- Salary planning scenarios
- Role-linked objectives and review material

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A growing business wants its new managerial roles, salary proposals and performance expectations to be coherent. HR begins with role evidence, identifies the reward assumptions to discuss and prepares the objective-setting process, keeping each decision subject to its appropriate review. Which decision needs to be made first before the other proposals can be developed?

SERVICE CONTEXT / Salary bands are planning references; Evalu8 is at review and pilot stage.

SOURCE: HR.DELIVERY / PORTALS

SERVICE AT A GLANCE

Eight factors make the evaluation discussion explicit

Use a common factor set to examine the work and make the basis of a proposed grade visible.

01 **Applied knowledge**

02 **Problem solving**

03 **Decision authority**

04 **Accountability and impact**

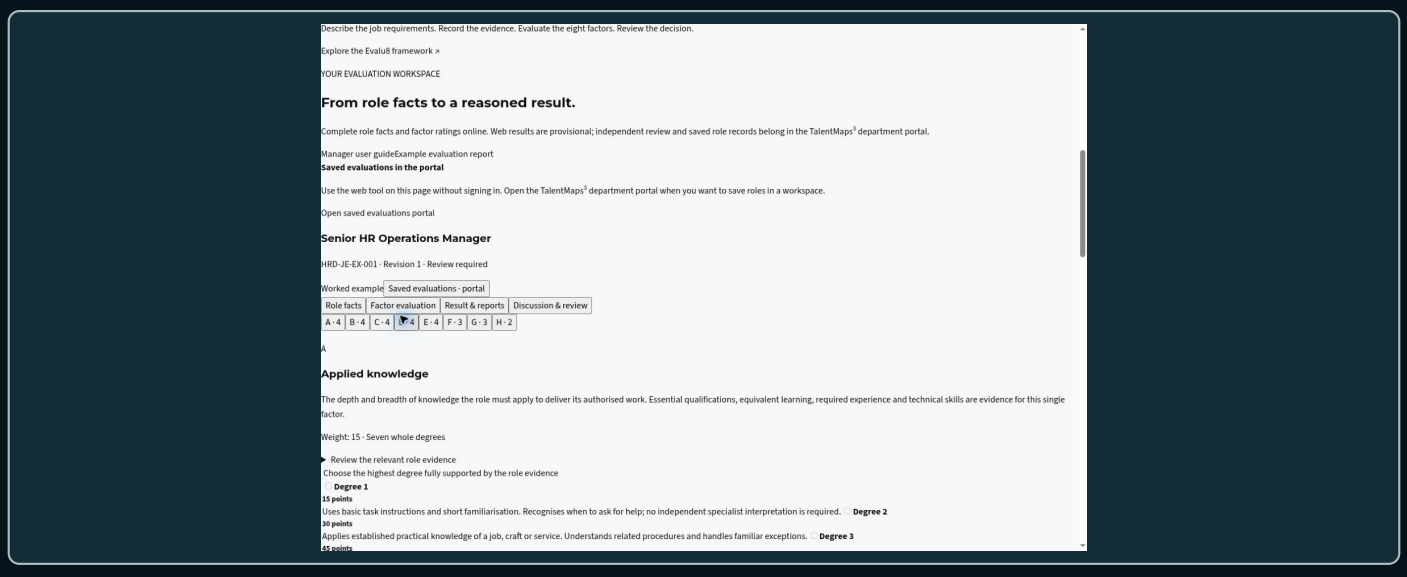
05 **Scope and stewardship**

06 **Stakeholder influence**

07 **Risk and sensitivity**

08 **Effort and working conditions**

Review the role evidence against each factor, then discuss the resulting recommendation through the agreed panel process.



WEBSITE SCREEN / Live Evalu8 worked example showing factor degrees and evidence; the result was separately inspected.

ASSESS THE SIZE OF THE ROLE

Eight factors make the evaluation discussion explicit

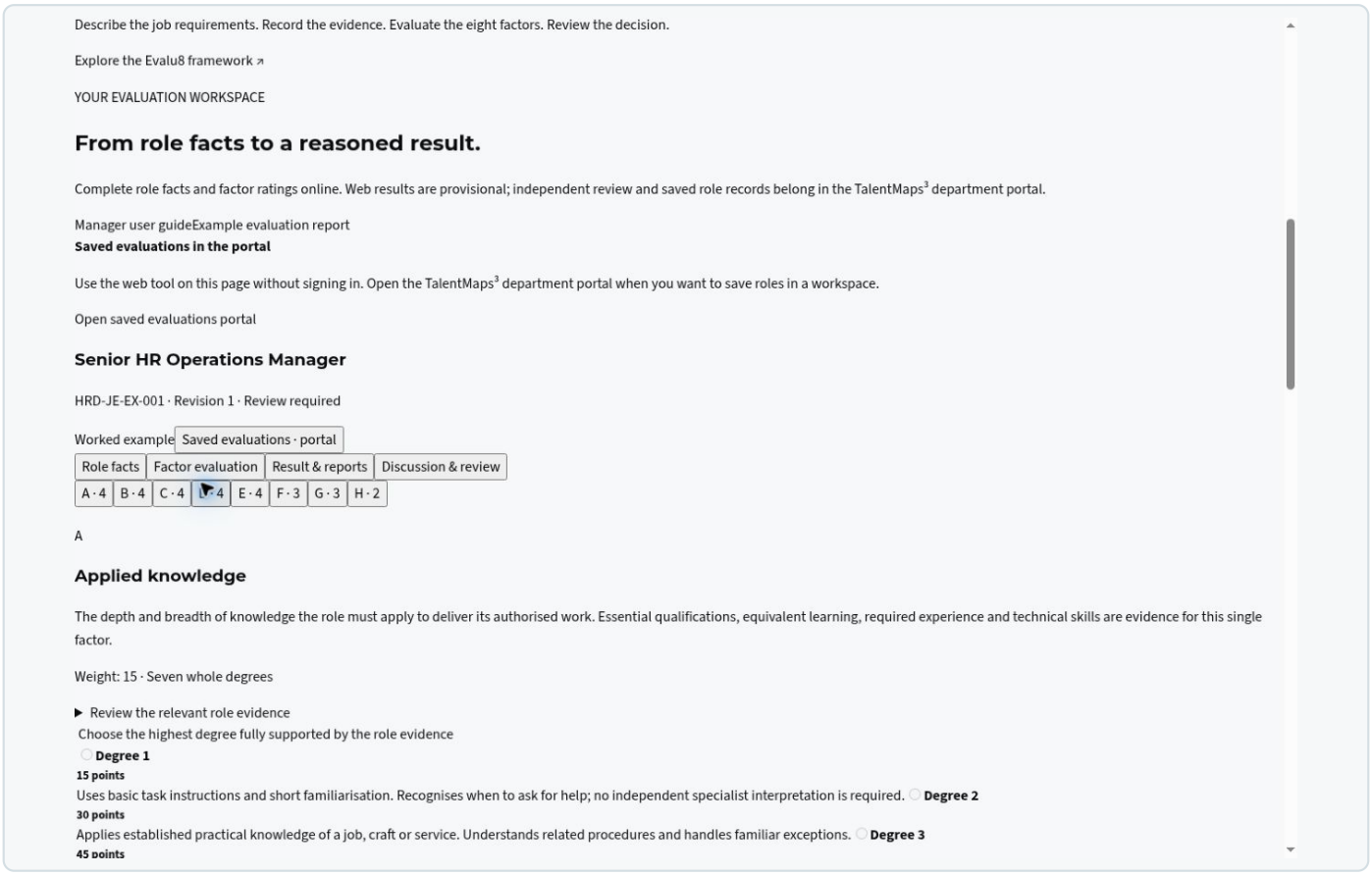
Use a common factor set to examine the work and make the basis of a proposed grade visible.

WHAT IT GIVES YOU

Review the role evidence against each factor, then discuss the resulting recommendation through the agreed panel process.

THE CLIENT VALUE

A shared factor structure supports calibration, clear reasoning and a documented review of the proposed grade.



WEBSITE SCREEN / Live Evalu8 worked example showing factor degrees and evidence; the result was separately inspected.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: Two roles share a managerial title but differ in decision authority and organisational impact. A pilot panel works through the eight factors using role evidence, identifies where the demands differ and records questions that require clarification before a grade recommendation is considered. Which factor choices are supported by evidence, and which still rely on assumptions?

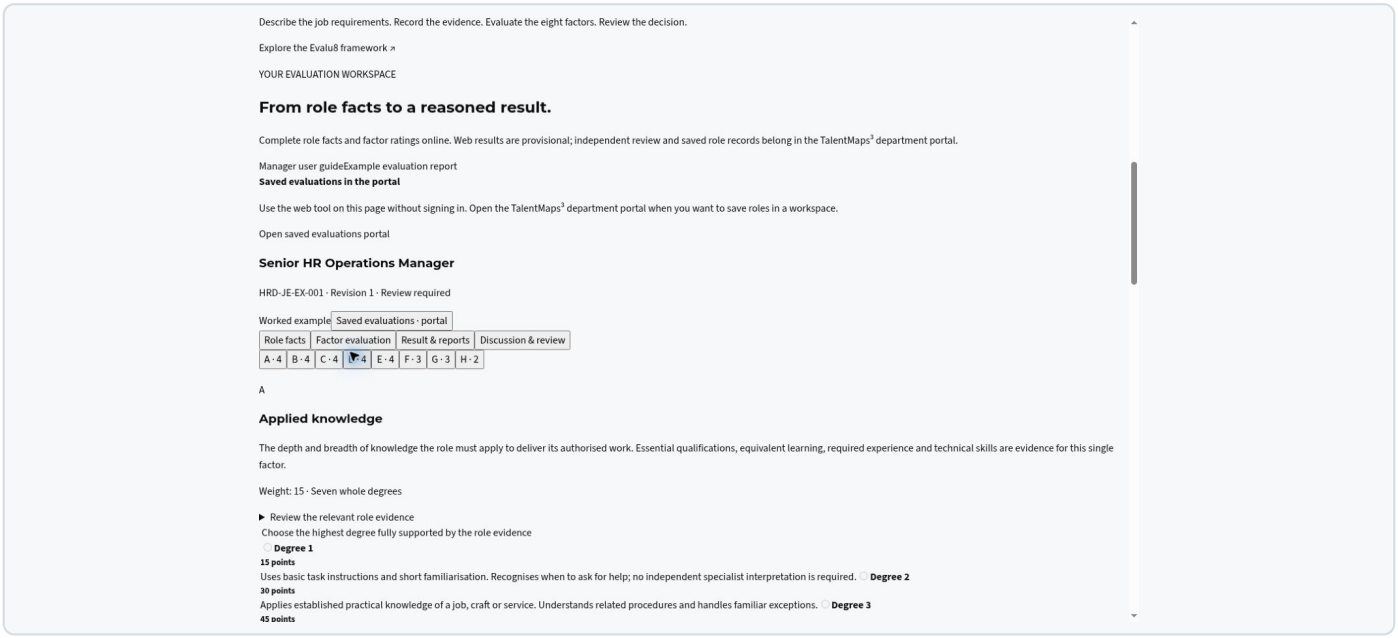
SERVICE CONTEXT / Evalu8 model 0.9 is at review and pilot stage.

SOURCE: HR.DELIVERY / JOB EVALUATION TOOL

ASSESS THE SIZE OF THE ROLE

Evalu8 job evaluation, grades and reports

Build a reasoned evaluation of role responsibility using documented evidence, supported factor choices and an independently reviewed grade recommendation for the organisation.



WEBSITE SCREEN / Live Evalu8 worked example showing factor degrees and evidence; the result was separately inspected.

WHAT IT GIVES YOU

Evalu8 uses eight factors covering knowledge, problem solving, authority, impact, stewardship, influence, risk and working conditions. Users record evidence, select degrees and review the proposed grade. Model 0.9 is labelled Review and pilot; salary context does not determine grading.

THE CLIENT VALUE

A documented evaluation helps reviewers understand how the recommendation was reached and challenge inconsistent assumptions before the organisation adopts a grade for the role.

YOUR OUTPUTS

- Eight-factor evaluation record
- Proposed grade with supporting rationale
- Described saved evaluations and PDF/Excel reports

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A newly designed procurement role is brought into an Evalu8 pilot. Reviewers examine its knowledge requirements, decisions, influence and risk responsibilities, record the rationale for factor degrees and discuss the proposed grade before considering any separate salary-policy implications. What evidence would an independent reviewer need to understand your factor choices?

SERVICE CONTEXT / Evalu8 model 0.9: review and pilot

SOURCE: HR.DELIVERY / JOB EVALUATION TOOL

MAKE PAY ADJUSTMENTS EXPLICIT

Salary premiums, reductions and scenarios

Model a proposed premium or reduction against an agreed salary reference, then discuss its rationale and cost implications before adopting the adjustment.

WHAT IT GIVES YOU

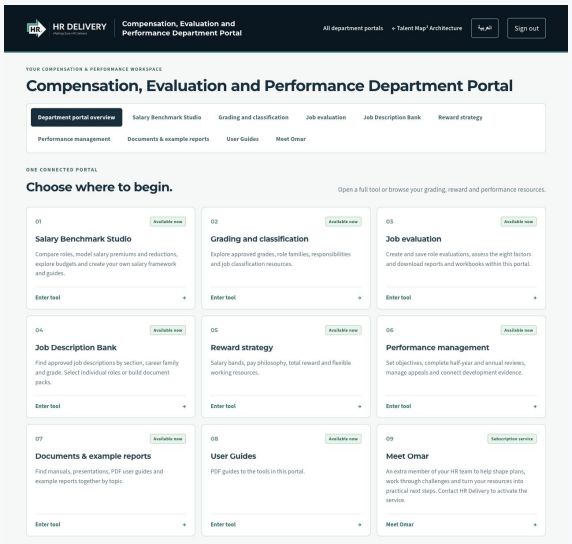
The compensation workspace describes applying adjustments to policy bands and comparing resulting scenarios alongside salary-framework preparation. A premium or reduction is an organisational planning choice, so the reason, affected roles and approval basis need to remain visible.

THE CLIENT VALUE

A transparent scenario helps decision-makers distinguish a deliberate policy choice from the underlying reference and discuss its affordability and consistency across relevant roles.

YOUR OUTPUTS

- Original and adjusted salary references
- Premium or reduction assumptions
- Cost implications for reward-policy review



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A business considers a premium for a difficult-to-source specialist role. HR keeps the original reference and adjusted scenario together, records why the policy choice is proposed and identifies the roles, review date and approval responsibility to discuss before adoption. What is the stated rationale and review trigger for this premium or reduction?

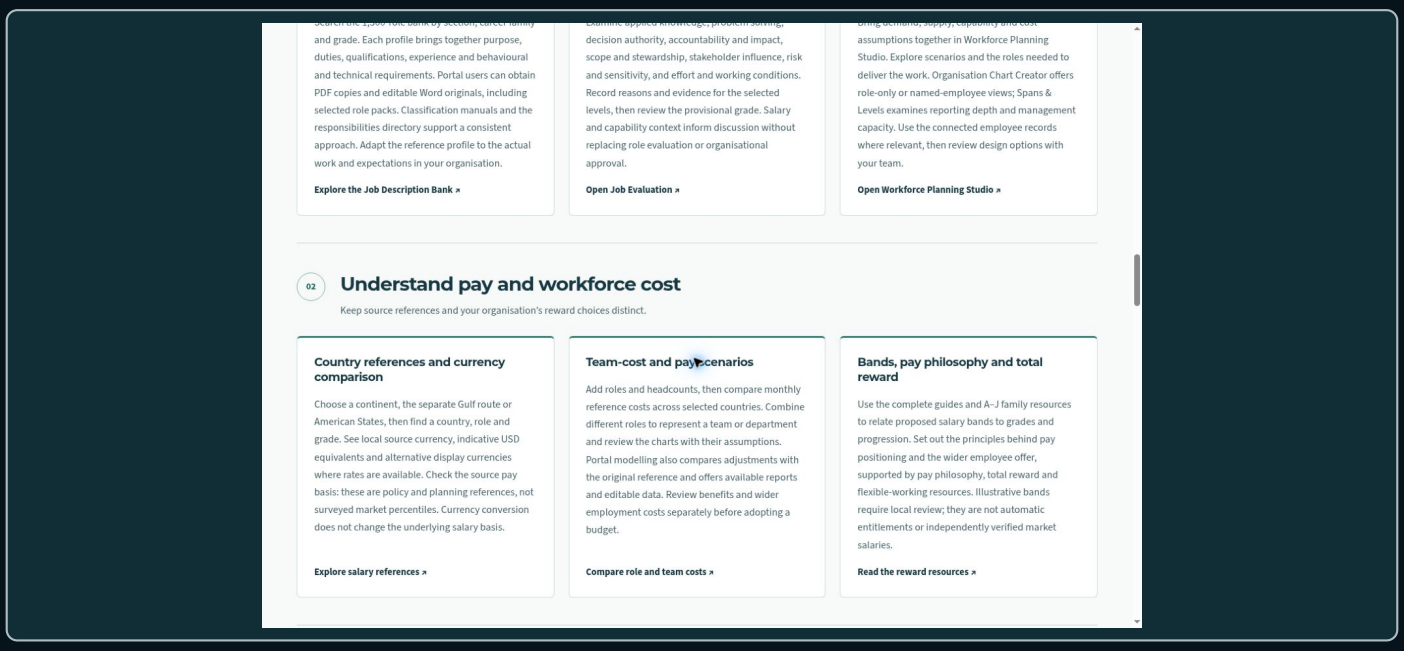
SERVICE CONTEXT / Portal-described modelling; adjustments are policy choices

SOURCE: HR.DELIVERY / DEPARTMENT COMPENSATION PERFORMANCE

COMPARE LOCATION ASSUMPTIONS CONSISTENTLY

Country, role and team cost comparisons

Compare a proposed team across locations using equivalent roles, grades and headcounts, while separating salary references from the wider costs of employing people.



WEBSITE SCREEN / Published team-cost workflow and its pay-basis caveats; private builder not exercised.

WHAT IT GIVES YOU

The described portal comparison combines selected roles and team sizes to compare monthly reference salary cost across countries. Agency fees, visas, relocation, benefits and employer charges require separate treatment unless explicitly included in the scenario's stated cost basis.

THE CLIENT VALUE

Clients can frame an early location or staffing-budget discussion using comparable assumptions and identify the further cost evidence needed before making a commitment.

YOUR OUTPUTS

- Role and headcount scenario
- Cross-country reference salary comparison
- List of additional employment-cost assumptions

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A client compares the reference salary cost of the same team in two countries. The scenario uses equivalent roles and headcounts, while HR separately lists benefits, employer charges, relocation and recruitment expenses that are outside the stated salary-cost comparison. Which employment and recruitment costs remain outside this scenario?

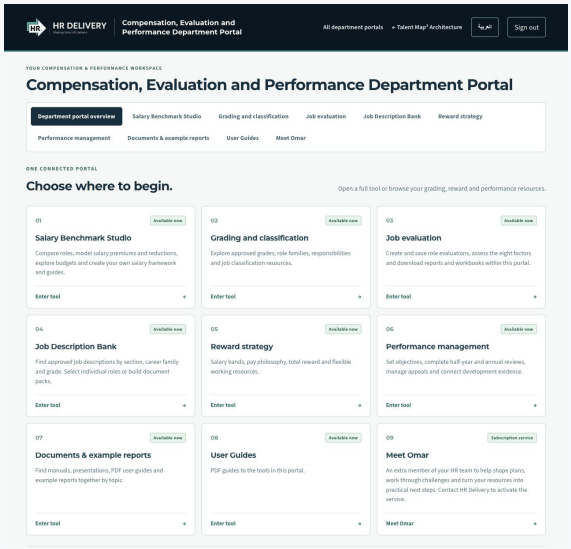
SERVICE CONTEXT / Salary-cost scope; recruitment and employment extras separate

SOURCE: HR.DELIVERY / DEPARTMENT TALENT MAPS

TURN REFERENCES INTO A USABLE STRUCTURE

Salary framework and salary-guide builder

Bring selected role and grade references into an organisational salary proposal that explains its market choices, pay basis and approach to progression.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

WHAT IT GIVES YOU

The described functions assemble salary bands and a supporting guide, connecting them with pay philosophy, total reward and progression resources. A proposed structure should record grade calibration and adjustment rationale, then pass through the organisation's approval and maintenance arrangements.

THE CLIENT VALUE

An explicit framework gives managers a clearer basis for discussing pay decisions and helps the organisation maintain consistent guidance as roles and requirements change.

YOUR OUTPUTS

- Role and grade band structure
- Salary-policy assumptions
- Tailored salary guide for review

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: An organisation wants managers to use a common salary guide. HR assembles proposed role and grade bands, explains the market references and adjustment rationale, then submits the draft with progression questions and maintenance responsibilities for the organisation's approval process. What policy choices must the salary guide explain before managers can use it consistently?

SERVICE CONTEXT / Portal-described builder; reference bands require local approval

SOURCE: HR.DELIVERY / DEPARTMENT COMPENSATION PERFORMANCE

TRANSLATE PRIORITIES INTO CONTRIBUTION

Strategy-linked Objectives Generator

Turn a strategic priority into a draft individual or team objective, with a clear outcome and a practical basis for reviewing progress.

WHAT IT GIVES YOU

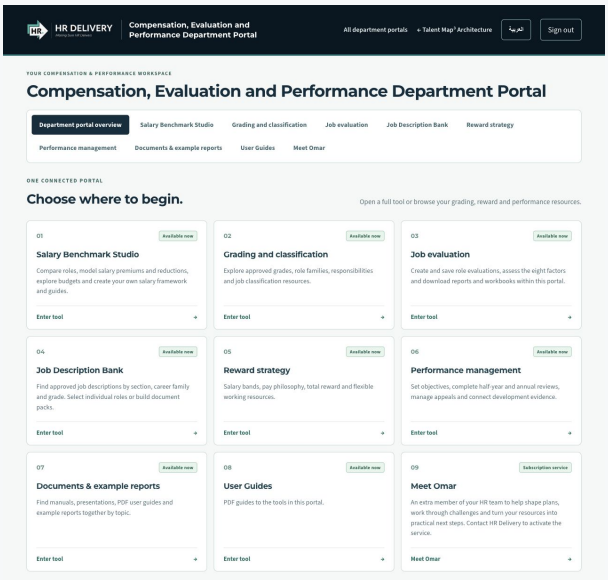
The inventory-listed generator is intended to connect objectives with organisational strategy within the performance cycle. Its value lies in preparing consistent wording around the desired result, evidence and review period; managers still agree ownership, dependencies and meaningful measures.

THE CLIENT VALUE

A clearer starting draft helps managers and employees agree what success means and identify the dependencies that must be addressed for delivery.

YOUR OUTPUTS

- Draft strategy-linked objective
- Proposed evidence of progress
- Ownership and review questions



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A strategic priority concerns improving the handover between sales and operations. A manager prepares a draft team objective, then agrees the intended outcome, evidence, dependencies and review timing with colleagues before treating the wording as an accepted performance commitment. What contribution can this person or team reasonably own within the strategic priority?

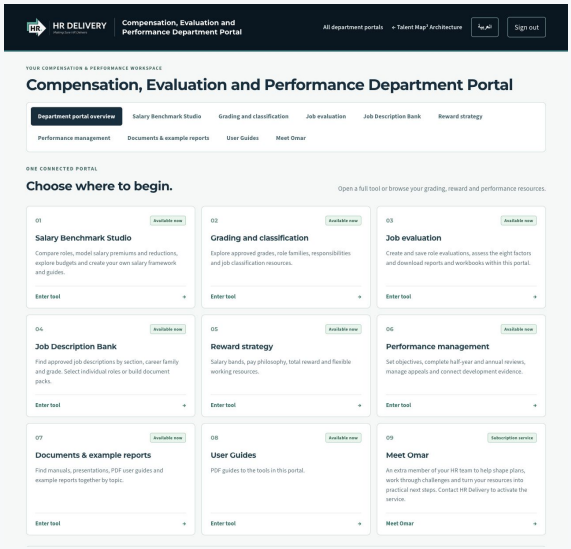
SERVICE CONTEXT / Inventory-described generator; objectives require managerial agreement

SOURCE: HR.DELIVERY / DEPARTMENT TALENT MAPS

CONNECT EXPECTATIONS, EVIDENCE AND REVIEW

Performance Management workspace

Organise the performance year around agreed objectives, relevant work evidence and constructive review conversations, with development actions linked to the conclusions reached.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

WHAT IT GIVES YOU

The described cycle includes objective setting, half-year review, year-end evidence, final review, recorded appeals and reporting on completion, distributions, gaps and actions. Performance, training needs and future-role succession readiness remain distinct questions within the wider people process.

THE CLIENT VALUE

A connected cycle helps managers explain decisions, review changing circumstances and follow through on agreed actions using relevant evidence and authorised human judgement.

YOUR OUTPUTS

- Objectives and review records
- Year-end evidence and review conclusions
- Appeal records and reporting views

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A manager and employee revisit an objective after operating conditions change. They discuss the available work evidence, record the review conclusion and agree practical actions, retaining any subsequent appeal through the organisation's process rather than allowing a rating to replace the conversation. What evidence and context should be discussed before a performance conclusion is recorded?

SERVICE CONTEXT / Private performance workspace; human decisions remain central

SOURCE: HR.DELIVERY / DEPARTMENT TALENT MAPS

A GRADE RECOMMENDATION WITH A VISIBLE RATIONALE

Prepare an evaluation pack for independent review

Give reviewers the role evidence and factor reasoning needed to challenge a proposed grade before the organisation adopts the evaluation.

WHAT IT GIVES YOU

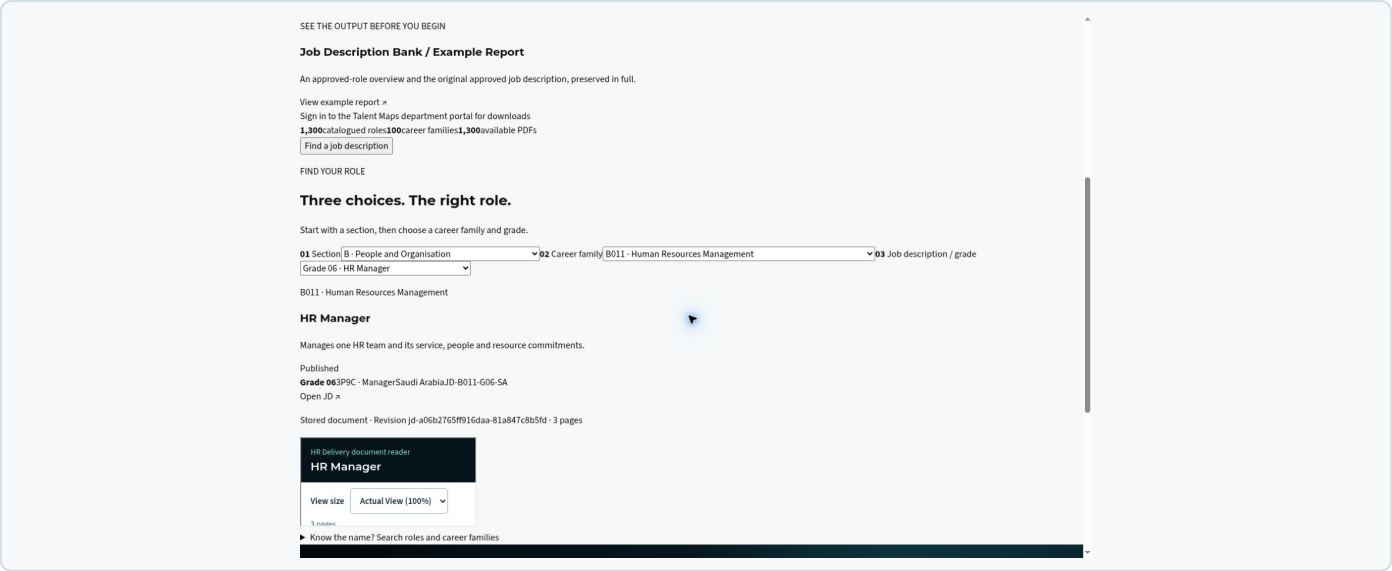
Use the job's actual responsibilities to support Evalu8 factor choices. Keep the role evidence, assumptions and unresolved questions visible so independent reviewers can examine the basis of the grade recommendation.

YOUR OUTPUTS

- Role evidence and factor rationale
- Proposed grade
- Outstanding questions for independent review

HOW TO USE IT

1. **Confirm the role.** Review responsibilities, authority and operating context with the relevant stakeholders.
2. **Record the evaluation.** Choose factor degrees supported by evidence and retain the reasoning.
3. **Review independently.** Challenge assumptions and resolve questions before agreeing the proposed grade.



RELATED SERVICE VIEW / Live Job Description Bank with Grade 6 HR Manager selected; actual browser rendering shown.

WHY THIS HELPS

A visible rationale makes grading discussion more consistent and helps the organisation identify unsupported assumptions before the recommendation influences reward or structure decisions.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A grading panel receives a job description but asks for more evidence about delegated authority. HR adds the relevant role context, factor rationale and unresolved questions to the evaluation pack, so reviewers can challenge the recommendation on a common basis. Could a reviewer trace each proposed factor degree back to the role evidence?

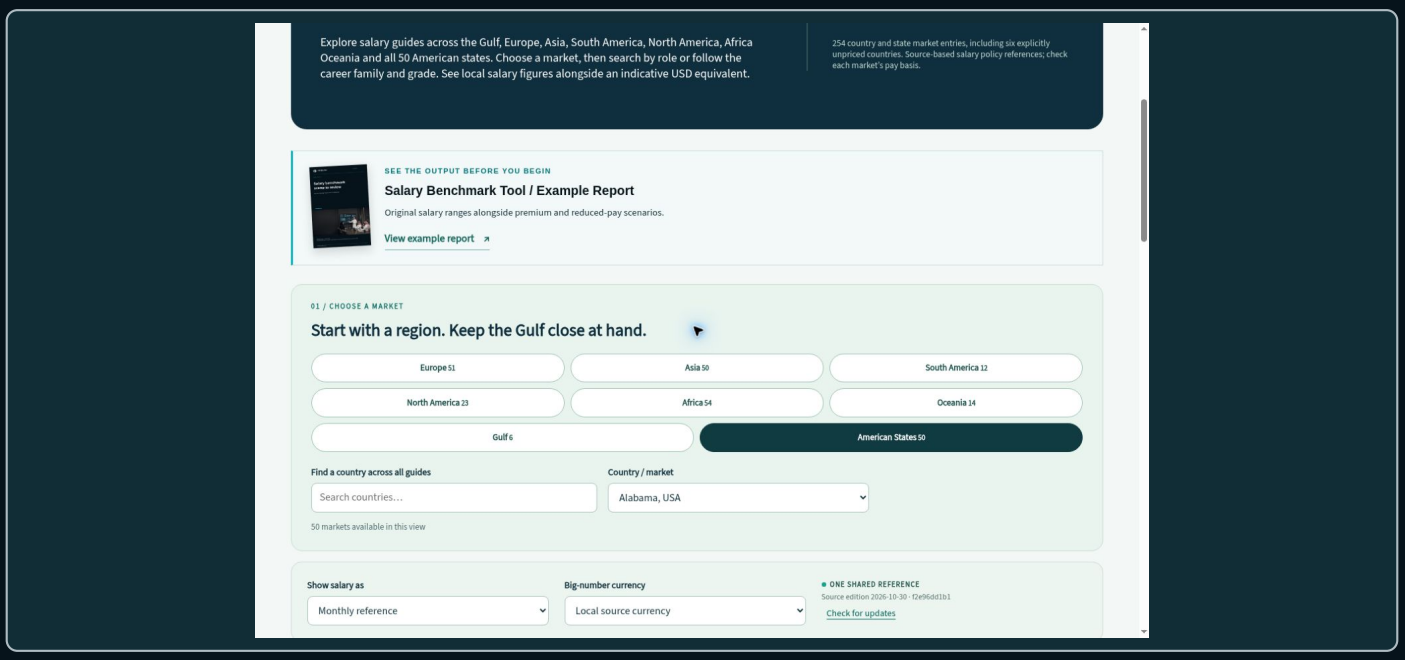
SERVICE CONTEXT / Evalu8 model 0.9 remains in review and pilot

SOURCE: HR.DELIVERY / JOB DESCRIPTION BANK

COMPARABLE REFERENCES AND EXPLICIT POLICY CHOICES

Build a salary-policy proposal

Prepare a pay-framework discussion using comparable role references, a declared pay basis and transparent adjustments for the organisation's proposed approach.



RELATED SERVICE VIEW / Live global salary explorer with continents, Gulf access and American States.

WHAT IT GIVES YOU

Select comparable markets and roles, retain pay and currency context, then test adjustments and team-cost implications. Present the proposed bands with the policy choices that require organisational agreement.

YOUR OUTPUTS

- Proposed role and grade bands
- Adjustment and cost assumptions
- Salary-guide draft for approval

HOW TO USE IT

1. **Set comparable references.** Agree roles, grades, markets, pay basis and the currency context.
2. **Test the proposal.** Record premiums or reductions and examine the relevant team-cost scenario.
3. **Prepare the guide.** Explain assumptions and governance before presenting the salary framework for approval.

WHY THIS HELPS

Decision-makers can distinguish the underlying reference from deliberate policy choices and assess affordability without mistaking the proposal for a surveyed market finding.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A business prepares a salary-policy proposal for a new function. HR selects comparable references, states the pay basis and currency context, tests proposed adjustments and lists cost exclusions before presenting the draft bands and policy decisions for leadership review. Can decision-makers distinguish the reference figures from your organisation's deliberate policy choices?

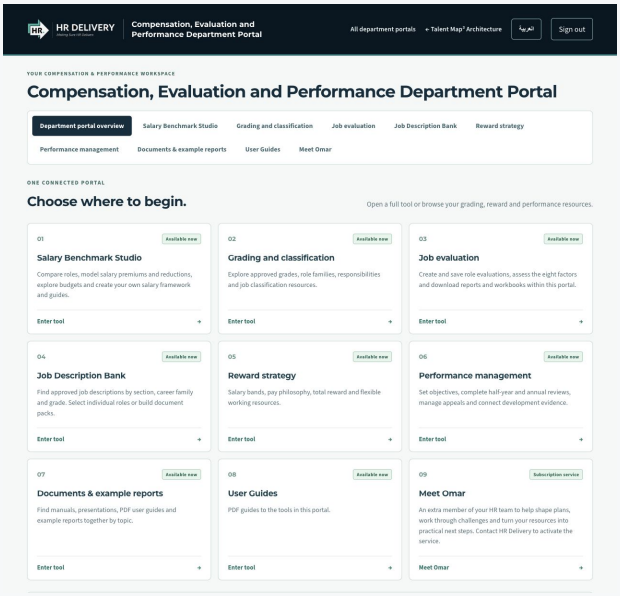
SERVICE CONTEXT / Policy bands; employment-cost extras require separate treatment

SOURCE: HR.DELIVERY / SALARY BENCHMARK

A PERFORMANCE CONVERSATION WITH USEFUL EVIDENCE

Connect strategy, objectives and review

Start the performance cycle with the contribution required, then agree how progress will be evidenced and discussed during the year.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

WHAT IT GIVES YOU

Draft the objective from strategy and agree dependencies and meaningful measures. Use review evidence to identify practical actions, with authorised managers retaining responsibility for the discussion and final decisions.

YOUR OUTPUTS

- Agreed objective and measures
- Review evidence and discussion record
- Next actions and development priorities

HOW TO USE IT

1. **Agree the contribution.** Connect the strategic priority with a realistic individual or team outcome.
2. **Define the evidence.** Confirm measures, ownership, dependencies and review timing with those responsible.
3. **Review and act.** Discuss the evidence and record the actions agreed for continued progress.

WHY THIS HELPS

A connected cycle clarifies expectations and gives managers and employees a useful basis for discussing progress and follow-through.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: A team objective is drafted from a service-improvement priority. The manager agrees ownership, evidence and dependencies with colleagues, schedules progress discussions and uses the review record to identify practical development actions that support the next phase of work. How will the review conversation connect evidence of progress with an agreed next action?

SERVICE CONTEXT / Draft objectives and reviews require managerial agreement

SOURCE: HR.DELIVERY / DEPARTMENT TALENT MAPS

F2 · YOUR CLIENT EXPERIENCE

Pilot Evalu8 before adopting an organisational standard

The eight-factor evaluation example identifies model version 0.9 as Review and pilot, with a proposed grade and panel review.

WHAT IT GIVES YOU

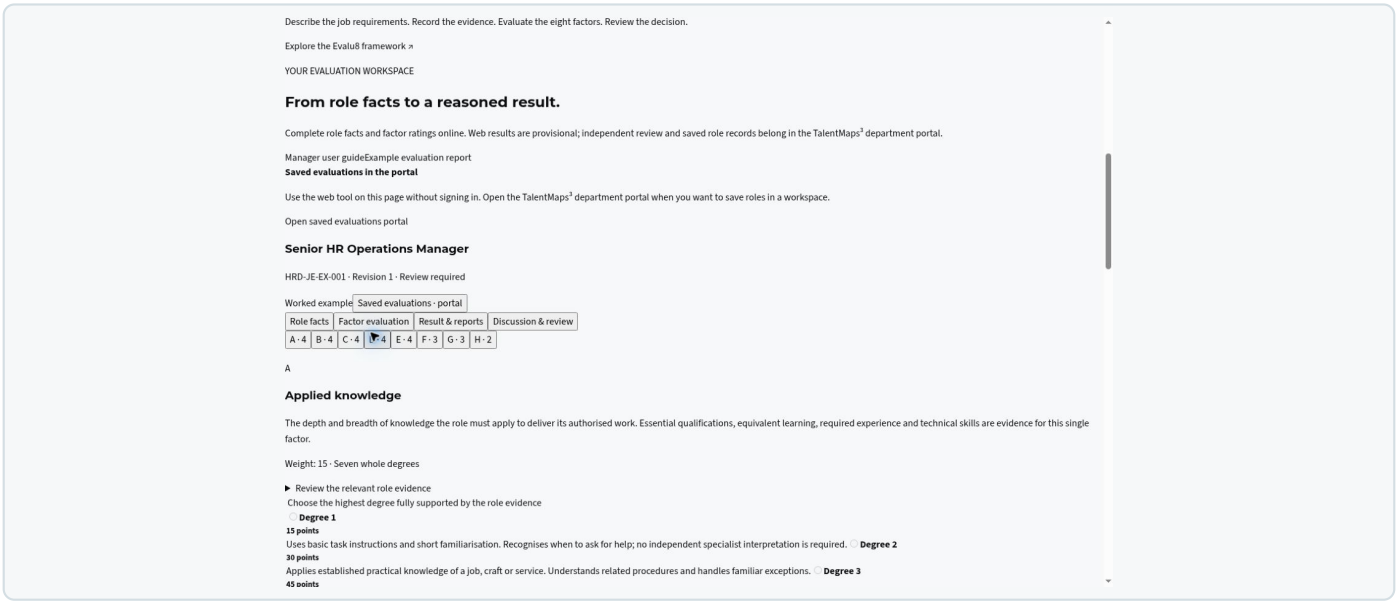
Use the scoring and report preview to test how your organisation interprets the factors. Agree the evidence, grade boundaries, panel process and approval basis before using recommendations as an established organisational job-evaluation standard.

THE CLIENT VALUE

Your organisation can build a defensible operating method around its own roles and governance rather than treating an example as automatic approval.

YOUR OUTPUTS

- A documented pilot
- Calibrated factor interpretations
- An agreed approval and review process



WEBSITE SCREEN / Live Evalu8 eight-factor example; the model carries a Review and pilot status.

IN YOUR ORGANISATION / ILLUSTRATIVE

Illustrative example: An organisation considers adopting Evalu8 for job grading. It first selects a suitable pilot set of roles, agrees evidence standards and panel responsibilities, then reviews factor interpretations and grade boundaries before deciding whether the method is ready for organisational approval. What must your pilot establish before the evaluation method becomes an organisational standard?

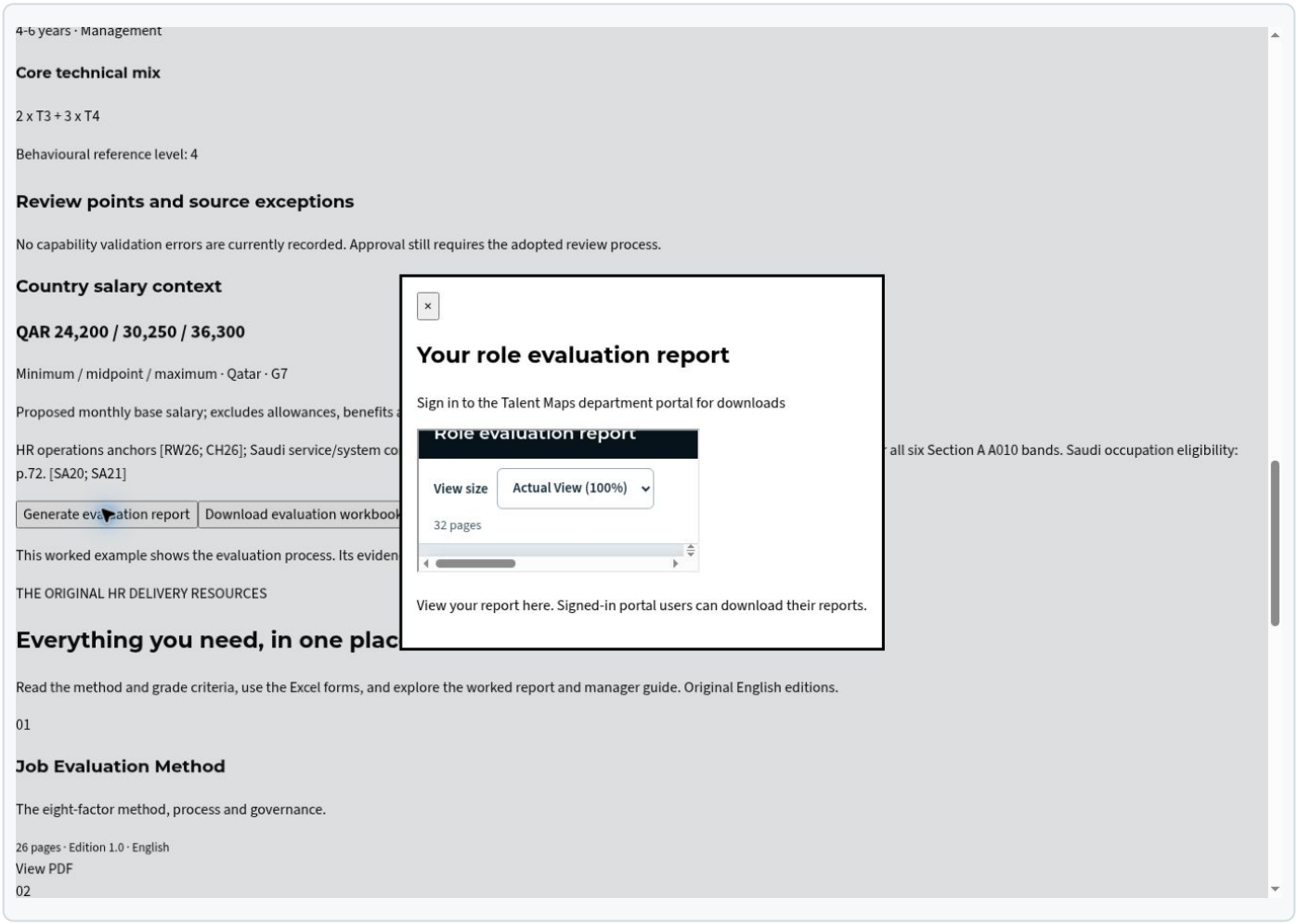
SERVICE CONTEXT / Readiness and scope to confirm for the client engagement.

SOURCE: HR.DELIVERY / JOB EVALUATION TOOL

THE SERVICE ON SCREEN

Eight factors make the evaluation discussion explicit / screen view

A complete captured view of the related resource, with its original proportions preserved.

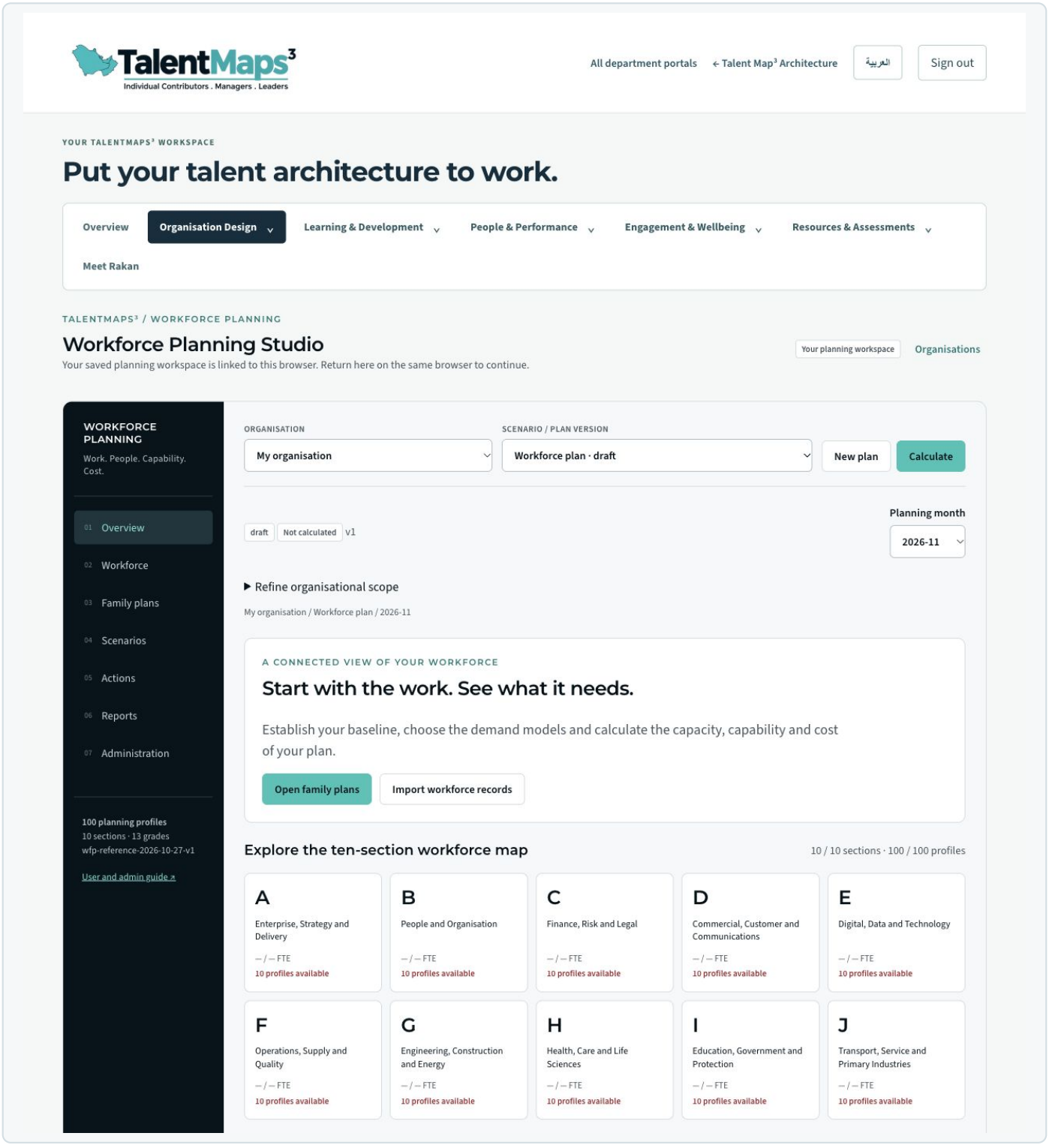


WEBSITE SCREEN / Evalu8 public report preview; demonstration result, with model labelled Review and pilot.

THE SERVICE ON SCREEN

Connect strategy, objectives and review / screen view

A complete captured view of the related resource, with its original proportions preserved.

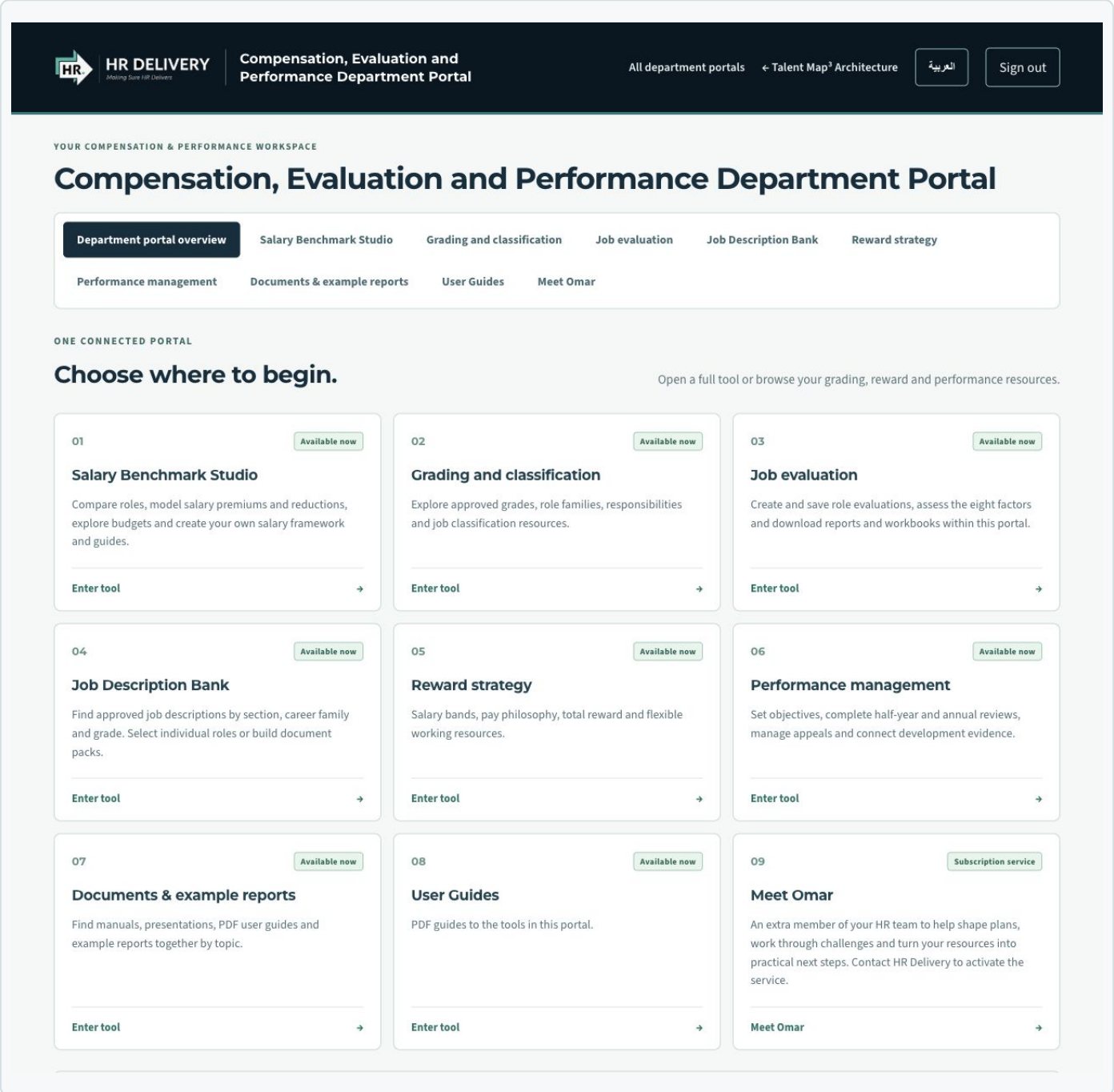


PUBLISHED WORKSPACE DEMONSTRATION / Workforce Planning Studio: models and navigation. English interface; isolated demonstration workspace, no client or employee records.

THE SERVICE ON SCREEN

A closer look at the workspace

The complete published demonstration is shown at a larger scale. Use the feature pages to connect this view with your own service requirements.



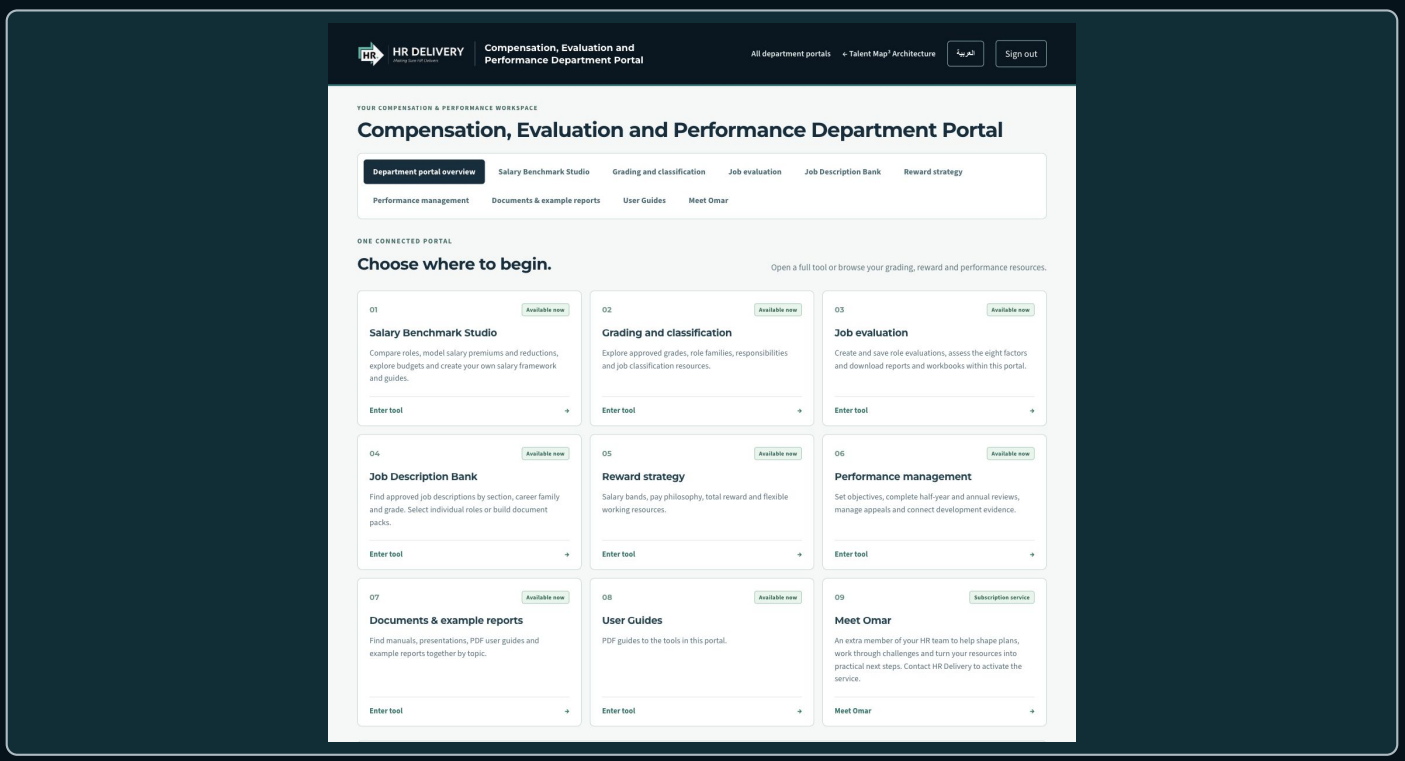
PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

F / REWARD AND PERFORMANCE

03

See the service in practice

Two illustrative client journeys connect the tools with a business need, a working sequence and useful outputs.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

CLIENT JOURNEY / 01

Prepare a role and salary proposal for review

Illustrative client journey: A business creates a regional quality role that does not fit neatly into its existing grades. HR needs to understand the role's demands before discussing pay. The team gathers evidence, plans an Evalu8 pilot and prepares salary references for a separate review.

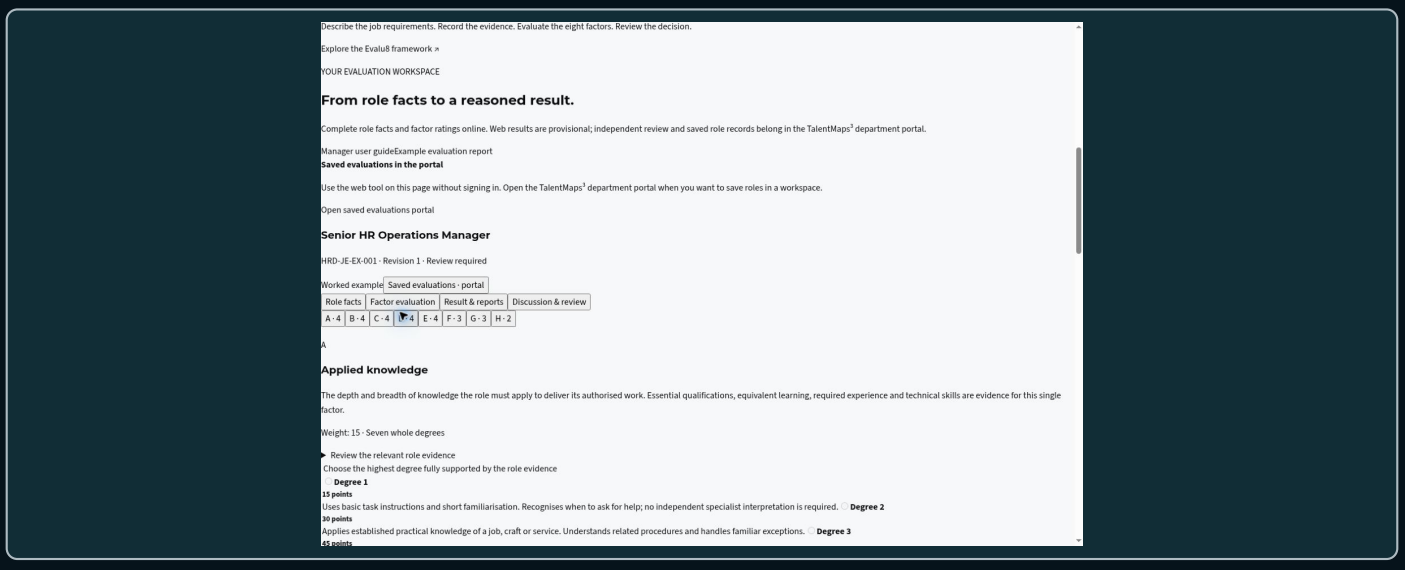
1. **Describe the actual role.** Confirm responsibilities, authority, stakeholder demands and the operating context with knowledgeable colleagues.
2. **Pilot the evaluation.** Record supported factor choices and questions for independent review under the agreed pilot method.
3. **Explore salary references.** Select comparable role and country references, retaining their currency and basic-pay context.
4. **Present the recommendation.** Separate grading rationale from salary-policy choices and identify the approvals each proposal requires.

WHAT THE WORK PRODUCES

- Role evidence and factor rationale
- Salary references with declared assumptions
- Questions and recommendations for the review panel

THE VALUE FOR YOUR TEAM

Decision-makers can examine role value and reward choices separately, with a clear record of evidence, assumptions and unresolved questions before approving the proposed organisational approach.



WEBSITE SCREEN / Live Evalu8 worked example showing factor degrees and evidence; the result was separately inspected.

EXPLORE NEXT / Evalu8 job evaluation, grades and reports (p020) · Prepare an evaluation pack for independent review (p026) · Salary Benchmark Studio (p011)

CLIENT JOURNEY / 02

Give the performance year a useful review rhythm

Illustrative client journey: A service team has a strategic priority but managers describe success differently. HR wants a clearer objective-setting and review process. The team prepares draft contributions, agrees meaningful evidence and schedules conversations that can address changing circumstances as work progresses throughout the year.

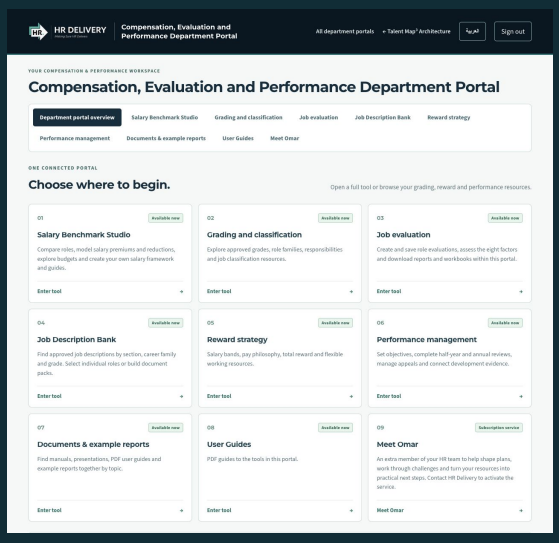
1. **Translate the priority.** Describe the contribution the team or individual can reasonably make to the business outcome.
2. **Agree the objective.** Confirm ownership, measures, dependencies and the evidence that would demonstrate progress.
3. **Review during delivery.** Discuss actual work and changing conditions at agreed points rather than waiting for year-end.
4. **Conclude and follow through.** Record review conclusions, development actions and any appeal through the authorised organisational process.

WHAT THE WORK PRODUCES

- Agreed objectives and review evidence
- Discussion and decision records
- Development actions with responsible owners

THE VALUE FOR YOUR TEAM

Managers and employees have clearer expectations and a shared basis for discussing progress, adapting the work and following through on decisions made during performance reviews.



PUBLISHED WORKSPACE DEMONSTRATION / Compensation, Evaluation and Performance: tools overview. English interface; isolated demonstration workspace, no client or employee records.

EXPLORE NEXT / Strategy-linked Objectives Generator (p024) · Performance Management workspace (p025) · Connect strategy, objectives and review (p028)

SERVICE ARRANGEMENTS

A clear handover helps your team start well

Agree the people, workspaces, outputs and service connections required for your assignment.

SCOPE AND RESPONSIBILITY

Confirm the business question, participating colleagues, outputs and the decisions that remain with your authorised team.

ACCESS AND COMMUNICATION

Lama can coordinate the relevant portal route and service setup. Specialist AI profiles are virtual characters; enabled chat, call, email and Telegram channels depend on the agreed provider connections.

SCREENS AND EXAMPLES

Screens show the public website, published workspace demonstrations or related service views, as labelled. Examples in this brochure are illustrative; they do not report client results or completed private transactions.

REVIEW AND RELEASE

Adapt models and documents to the assignment. Agree professional review, approval, release and record-handling arrangements before organisational use.

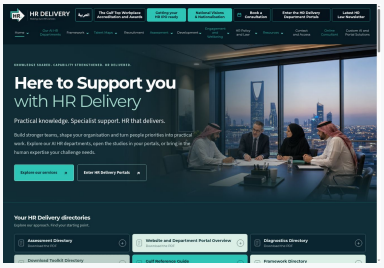
USEFUL DIRECT ROUTES

Speak with Lama

Explore the portal directory

Request a conversation with Dr Phillip

Contact HR Delivery



Source basis: the approved HR Delivery Client Guide and its linked site review, expanded with client applications. Mission, vision and pledges were checked against HR Delivery's public site in November 2026. Catalogue counts refer to the stated inventory, not a promise of future totals.

YOUR NEXT STEP

Bring the decision and the evidence you already have

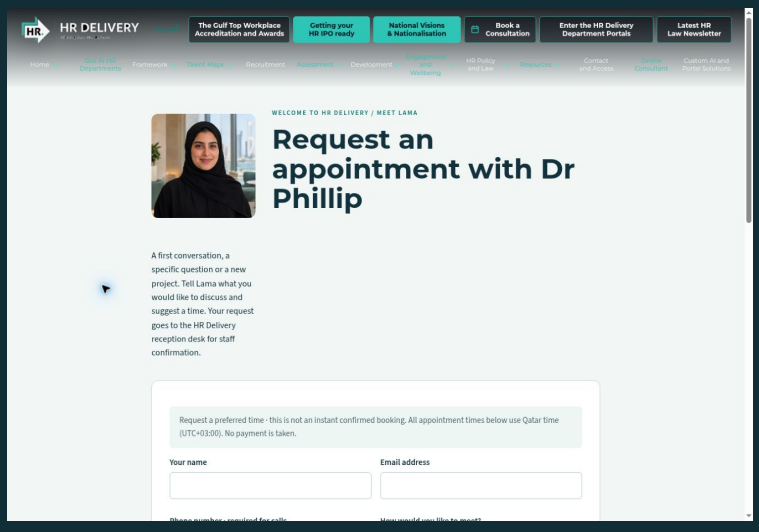
Begin with the role, pay-policy or performance question that matters most to your organisation. Share the context with Lama and identify the documents available for discussion. HR Delivery can help scope the review, prepare the relevant material and clarify the approvals required. Confirm the planning assumptions, pilot arrangements and enabled workspace functions before delivery, so your team understands what the proposal will establish and what requires further organisational agreement afterward.

A PRACTICAL START

- Choose one role, reward-policy question or performance process to address.
- Gather the existing evidence, assumptions and approval requirements.
- Arrange a focused discussion with Lama and the HR Delivery team.

A STARTING BRIEF YOU CAN ADAPT

We would like support with [role evaluation, salary planning or performance]. Our question is [decision]. We currently use [documents or process] and need a proposal for [reviewers]. The country, timing and constraints are [details]. Please help us scope the review.



WEBSITE SCREEN / Public appointment-request route: requests are reviewed by the team.

Start with Lama

www.hr.delivery | drphillip@hr.delivery