

AON

2022 RGCD Job Module Training – Executive Roles

March 2021



Agenda

- Summary of changes to the executive jobs
- Top and Head roles
- Business unit roles for major functions
- Current multi-focus roles
- New professional services roles

Summary of Changes to 2022 Executive Roles

Focus on Greater Clarity and Simplification

Decisions	Details and Examples
Removing levels not being used	Exclude some levels where there were only a handful of matches
Top roles limited to Corporate and a select business unit roles	<ul style="list-style-type: none">• Top Human Resources becomes Top Human Resources – Corporate• Top Human Resources – Business Unit
Head roles limited to Corporate	Head of Compensation becomes Head of Compensation - Corporate
Multi-focus changed to Executive	<ul style="list-style-type: none">• Finance - Multi-Focus becomes Finance - Executive• Basically, anything not going in Corporate, or Business Unit goes here
Added new professional services roles	Integrate professional services function from other Aon executive surveys
Changes to a small number of Areas to align them with other modules	For example, Human Resources -Talent Acquisition is changed to Human Resources - Talent Management

Top and Head Roles Limited to Corporate

Job Codes Remain the Same

Currently, Top and Head roles can be matched at the Corporate, Group and Division Executive Scope of Responsibility (i.e., Organization Level)

Starting in 2022, the Top and Head roles will only be valid for Corporate matches

- Select functions will also have a role for the top of the function at a business unit

2021 Role	Executive Scope of Responsibility	2022 Role	Executive Scope of Responsibility
Top Human Resources	Corporate	Top Human Resources-Corporate	Corporate
Top Human Resources	Group		
Top Human Resources	Division		
Head of Compensation	Corporate	Head of Compensation-Corporate	Corporate
Head of Compensation	Group		
Head of Compensation	Division		

These roles will now be single incumbent matches

- Exceptions are the Top Clinical and Pre-Clinical Research and Development roles which are defined to include both the top corporate role and the top of a therapeutic area

Executive levels remain part of job title and have been removed in this example for clarity

For Major Functions There Will also be a Business Unit Role

Provides Greater Clarity

For each of the following functions there will be a specific business unit role: Engineering, Finance, Human Resources, Information Technology, Leadership (COO), Legal, Manufacturing, Marketing, Sales, Strategic Planning, and Supply Chain. One area, Business Development will also have a business unit role

Roles previously matched to a Top job in these functions at the Group or Division Executive Scope of Responsibility will now be matched to the Top Business Unit role

These roles are also single incumbent within a business unit, meaning there can be multiple matches to the role but only one in a particular business unit

2021 Role	Executive Scope of Responsibility	2022 Role	Executive Scope of Responsibility
Top Human Resources	Corporate	Top Human Resources-Corporate	Corporate
Top Human Resources	Group	Top Human Resources-Business Unit	Group
Top Human Resources	Division	Top Human Resources-Business Unit	Division
Head of Compensation	Corporate	Head of Compensation-Corporate	Corporate
Head of Compensation	Group		
Head of Compensation	Division		

Multi-Focus Changed to Executive

Multi-Focus in Executive Module Differs From Other Modules

To provide clarity between the definition of Multi-Focus in the Executive module and other modules, we have changed the name of the roles to Executive

The Executive role should be used for incumbents that can not be matched to a Top (Corporate or Business Unit) or Head role

- This also includes roles where more than one incumbent is sharing the role

These roles are multi-incumbent, and Executive Scope of Responsibility is also required for each match

2021 Role	Executive Scope of Responsibility	2022 Role	Executive Scope of Responsibility
Top Human Resources	Corporate	Top Human Resources-Corporate	Corporate
Top Human Resources	Group	Top Human Resources-Business Unit	Group
Top Human Resources	Division	Top Human Resources-Business Unit	Division
Head of Compensation	Corporate	Head of Compensation-Corporate	Corporate
Head of Compensation	Group	Compensation-Executive	Group
Head of Compensation	Division	Compensation-Executive	Division

Summary of Changes

Use These Rules as a Guide of Where to Match

Is the role a Top of a Function or Head of an Area at Corporate and is a single incumbent?

If yes, match to appropriate Corporate role (e.g., Top Human Resources-Corporate, Head of Compensation-Corporate)

Is the role the Top of one of the following Functions at a business unit: Engineering, Finance, Human Resources, Information Technology, Leadership (COO), Legal, Manufacturing, Marketing, Sales, Strategic Planning, and Supply Chain or the Area Business Development?

If yes, match to the appropriate Business Unit role (e.g., Top Human Resources-Business Unit)

Is the role an executive that is not an appropriate match to either of the above?

If yes, match to the appropriate Executive role (e.g., Human Resources-Executive)

Added New Professional Services Roles

Greater Detail and Granularity

With the further integration of legacy Aon surveys into the Radford Global Compensation Database we are adding a new set of Professional Services function roles for 2022

- Head of Business Services Operations-Corporate
- Business Services Operations-Executive
- Country/Site Leader
- Head of Delivery-Corporate
- Delivery-Executive
- Head of Emerging Businesses-Corporate
- Emerging Businesses-Executive
- Head of Practices/Solutions-Corporate
- Practices/Solutions-Executive
- Head of Vertical/Business Segment-Corporate
- Vertical/Business Segment-Executive

Existing Professional Services roles remain

**Questions? Reach
out to your survey
consultant.**

Thank you