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Project Foreman- JOB VALUE PROPOSITION

JOB VALUE PROPOSITION

Every job in the company has its own unique way of creating value. We call this the “**Job Value Proposition.**” The **Job Value Proposition** describes: (1) What value does the position create for the company? (2) What does the person in this position need to do to create this value? (3) How will performance be measured for the position? Answering these three questions will create a clear “**Success Formula**” for what it takes to be successful in the job.

INSTRUCTIONS

Using the questions below, please create a first draft Job Value Proposition for your Job. Once you are finished we will review your draft and refine it together to so that we can be in agreement about your Job Value Proposition for our company.

JOB TITLE _____

1. **Job Purpose:** The purpose of every job in the company is **to help us grow and make a profit**, but every job contributes in a different way. How does your job create value for the company? What results is your job responsible for delivering? For example, a Marketing Manager, helps the company grow and make a profit by: Creating market awareness; building the brand image, generating leads, building repeat business...
What are the ways that your job helps the company grow and make a profit?

The purpose of this job is to help the company grow and make a profit by:

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2. **Job Duties and Responsibilities:** For each bullet you listed in the Job Purpose section above, what are the three to five key job responsibilities or duties that you must do to achieve success? For example, one purpose of a Marketing Manager’s job is to generate enough leads to help the company make its sales goals. To accomplish this, they must: Research and develop a marketing plan to generate leads; manage company marketing campaigns; Evaluate and refine their lead generation techniques; manage the lead follow up system... **What are the key Job Duties and responsibilities your job?**

3. **Success Measures:** How should we measure the success of your job? Consider tangible measures like sales and profit and intangible ones like customer satisfaction that your job will impact. For example, the Marketing Manager's measures of success include: sales relative to goals number of leads generated for each line of business, return on investment of marketing dollars... ***What are the success measures for your job?***