

How do you measure a man?

Realizing what counts

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Factors that count

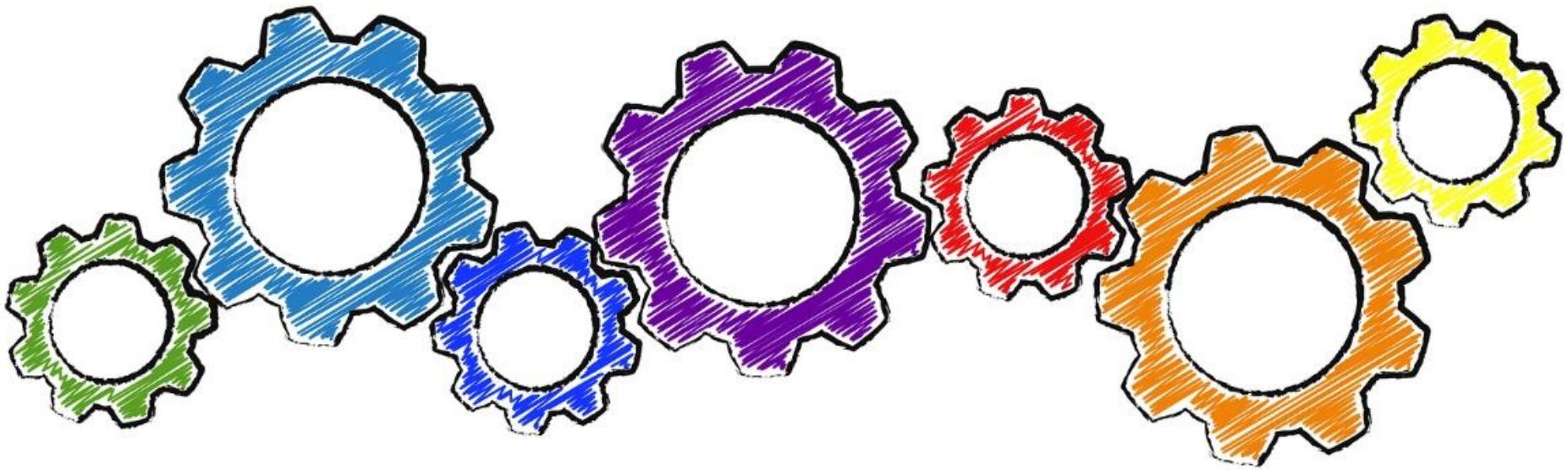
Can easily be measured



More difficult to measure



A workplace







Specific

Measurable

Achievable

Relevant

Timely

Strategic

Meaningful

Attainable

Realistic

Tractable

Significant

Motivational

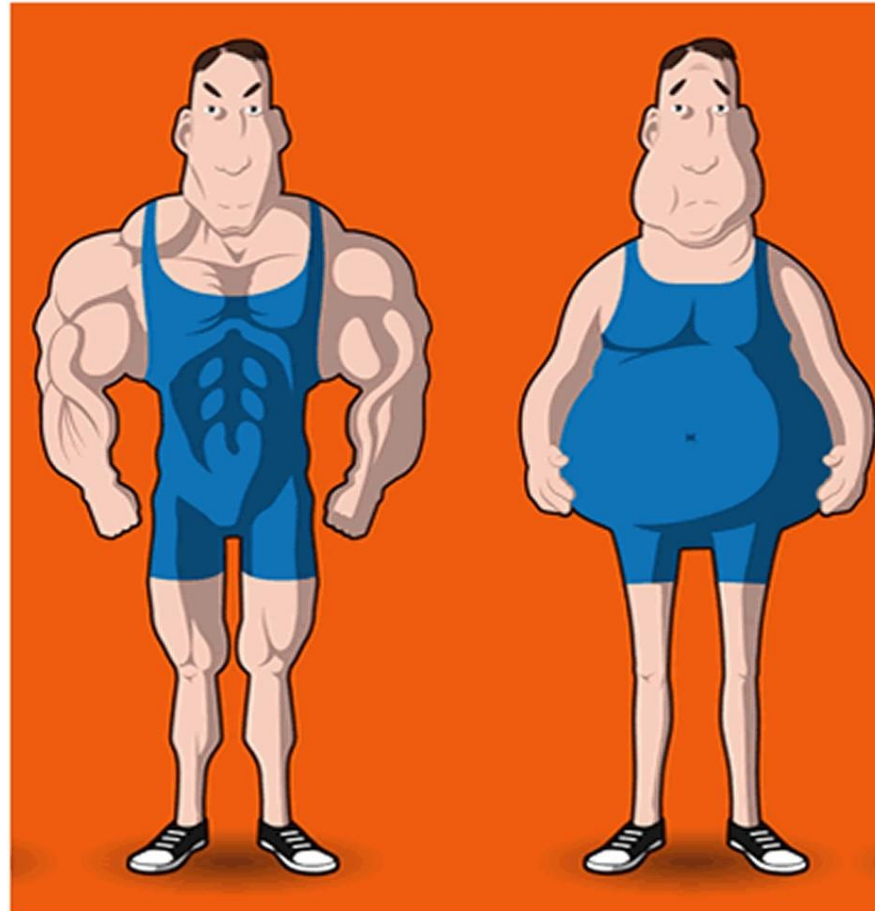
Achievable

Results

Tangible



Without SMART goals



BMI: 35

BMI: 35



NOT EVERYTHING THAT
CAN BE COUNTED
COUNTS,
AND NOT EVERYTHING
THAT COUNTS
CAN BE COUNTED.





Pilot project

RSK DIRECTORATE OF INTERNAL REVENUE

40 hours a week → 36 hours

Same assignments - Same pay

- **Required statistics**

- Time limits
- Annual FTE
- Overtime
- Sick days

- **More difficult to measure**

- Employee satisfaction
- Dedication
- Participation
- Feeling of unity
- Work/life balance



EFTA performance evaluation



So, how do you measure a man?

HOLISTIC APPROACH

Remember all s/he brings to the organization,
...easily measurable or not!

