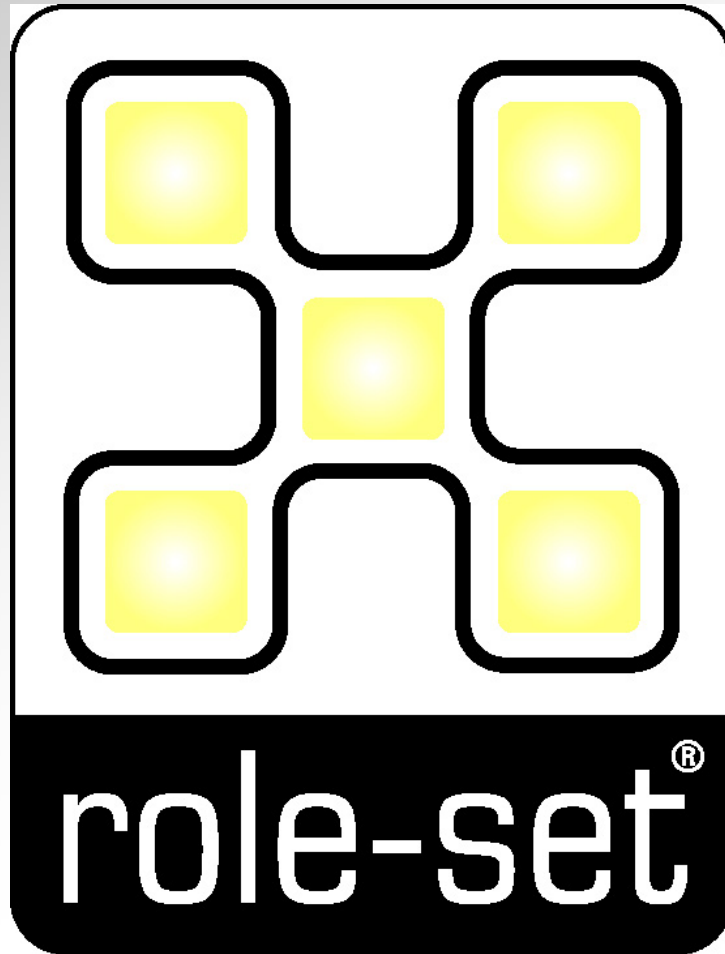


# Role-set®



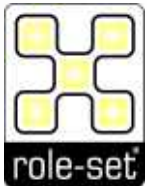
Role-set® is a trademark developed by Oy Perendie Ltd. Role-set® and Role-set® planning has been our special expertise for years.

Pirkko Hurme,

Managing director, psychologist

Oy Perendie Ltd

[www.perendie.fi](http://www.perendie.fi)

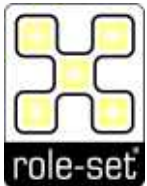


# Definition



Role-set® is the necessary and adequate combination of sub-roles the person needs to be successful in a certain role.

The successful performance is the revenue of all sub-roles. If one part of the revenue is zero, the whole revenue is also zero. Therefore one cannot deduct anything from the combination without risking the good quality of performance in the role.

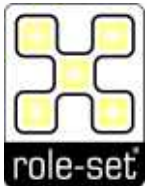


Pirkko Hurme

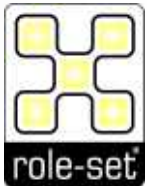
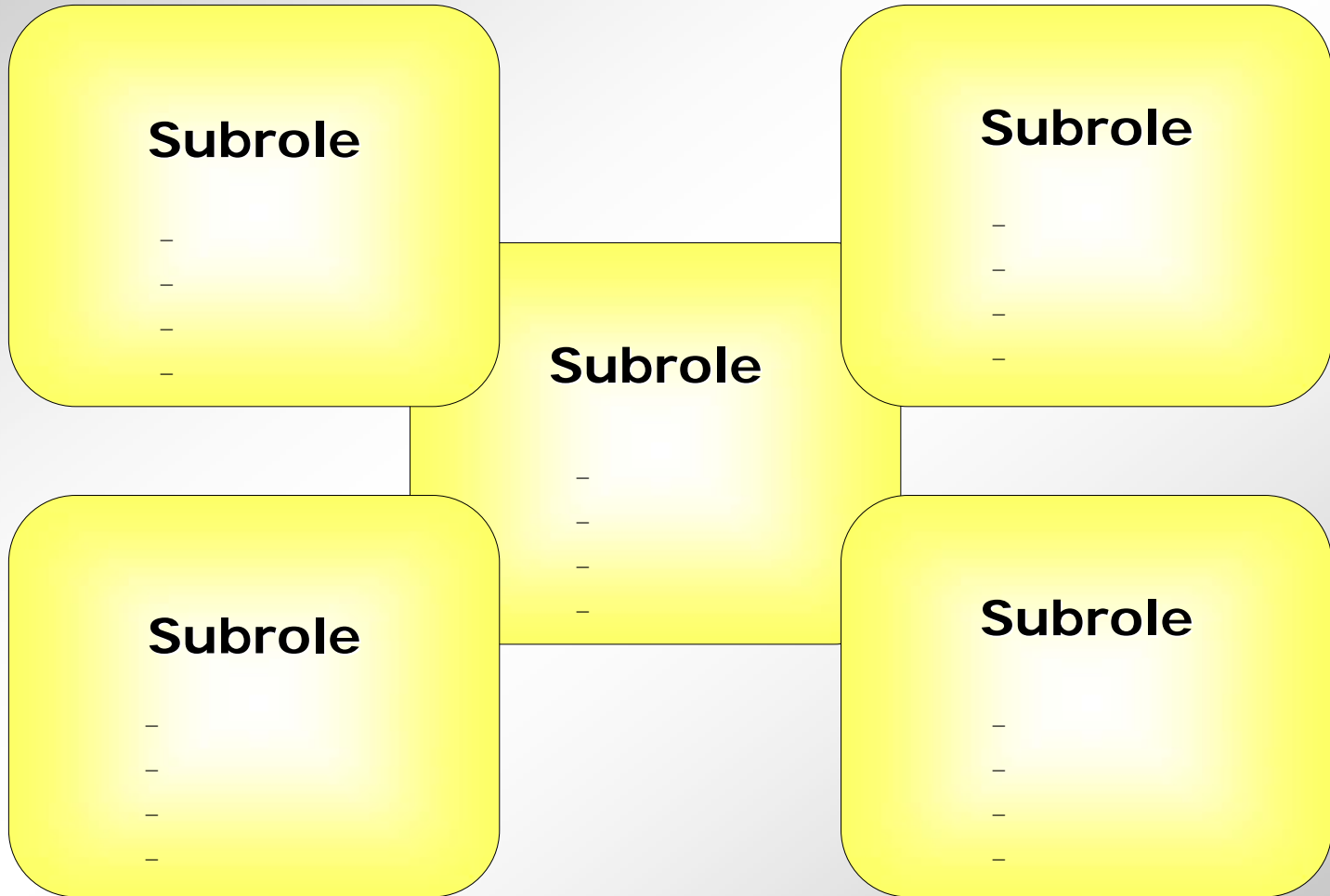
# Well Planned Role-set®



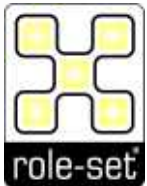
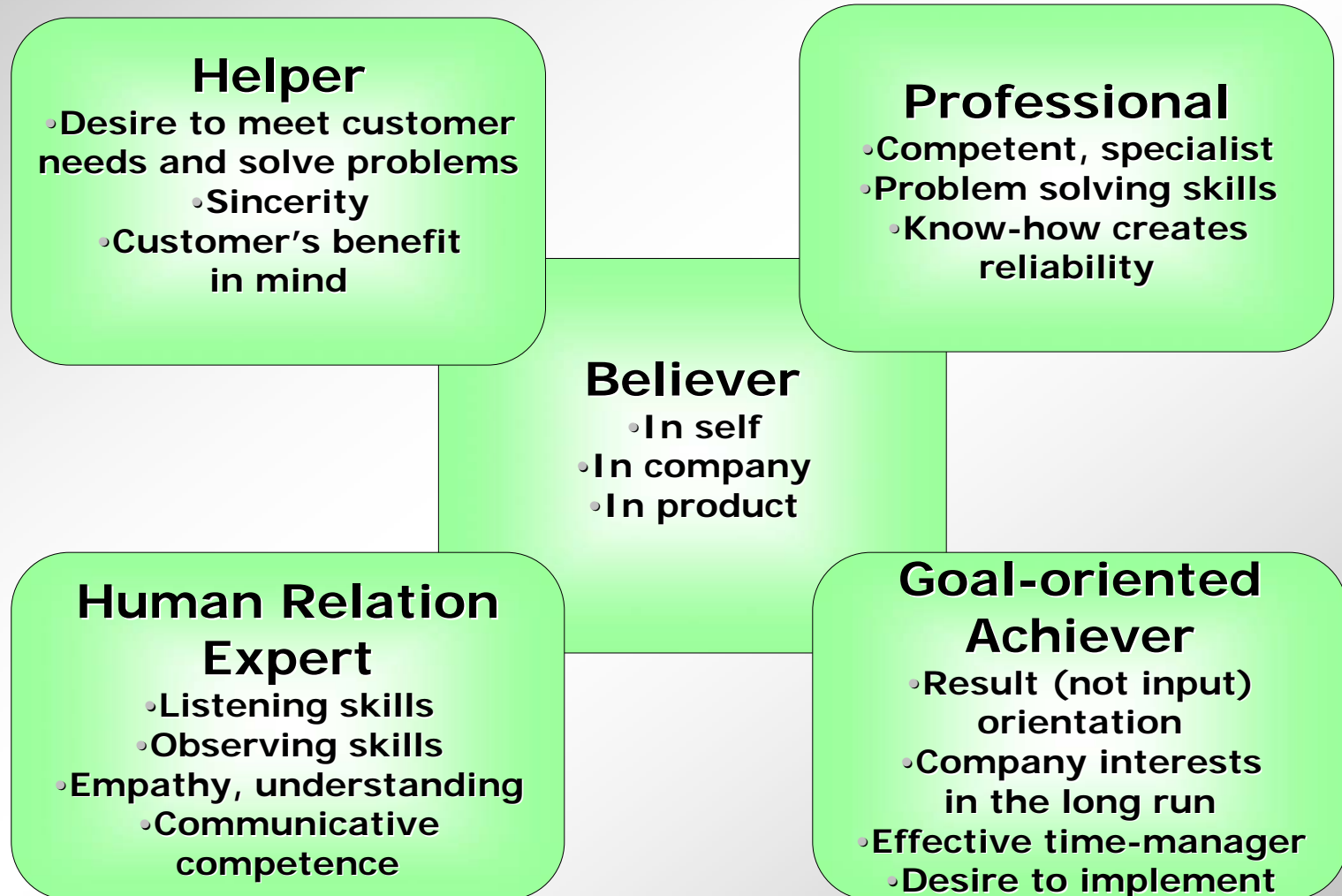
- Gives a work role an easily understandable focus from which a case specific training program can be developed
- Forces introspection and prioritizing in an organization
- Can function as a target image and as a basis for development: feedback given during appraisal can be based on Role-set®
- Can be used as an aiding tool in orientation and in creating community, as a reference frame in hiring or 360-feedback etc.
- It is also a useful way to express and pass on tacit knowledge
- Is a way to clarify and accelerate necessary changes



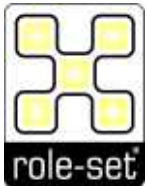
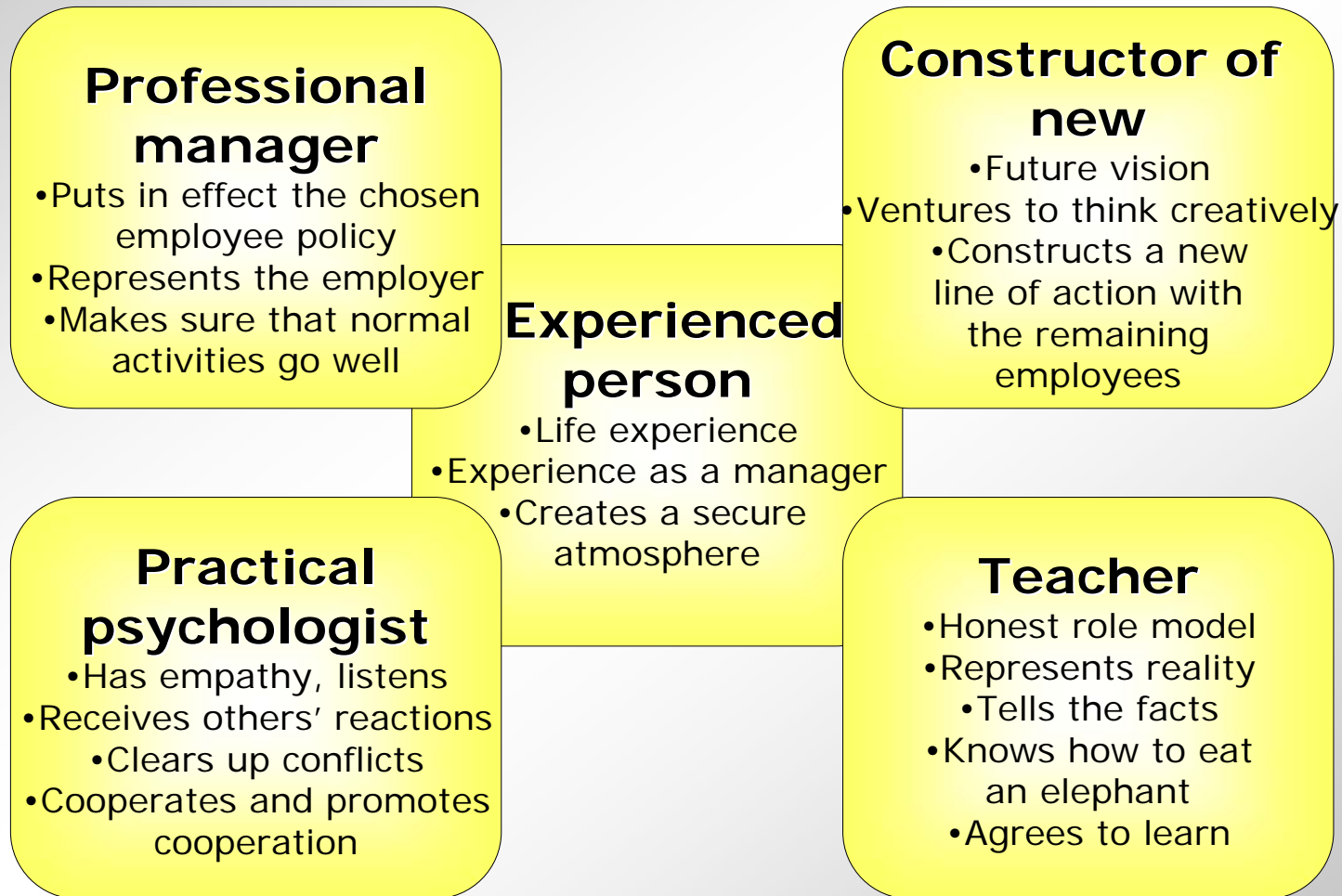
# Role-set®



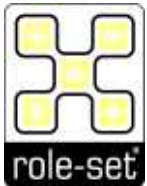
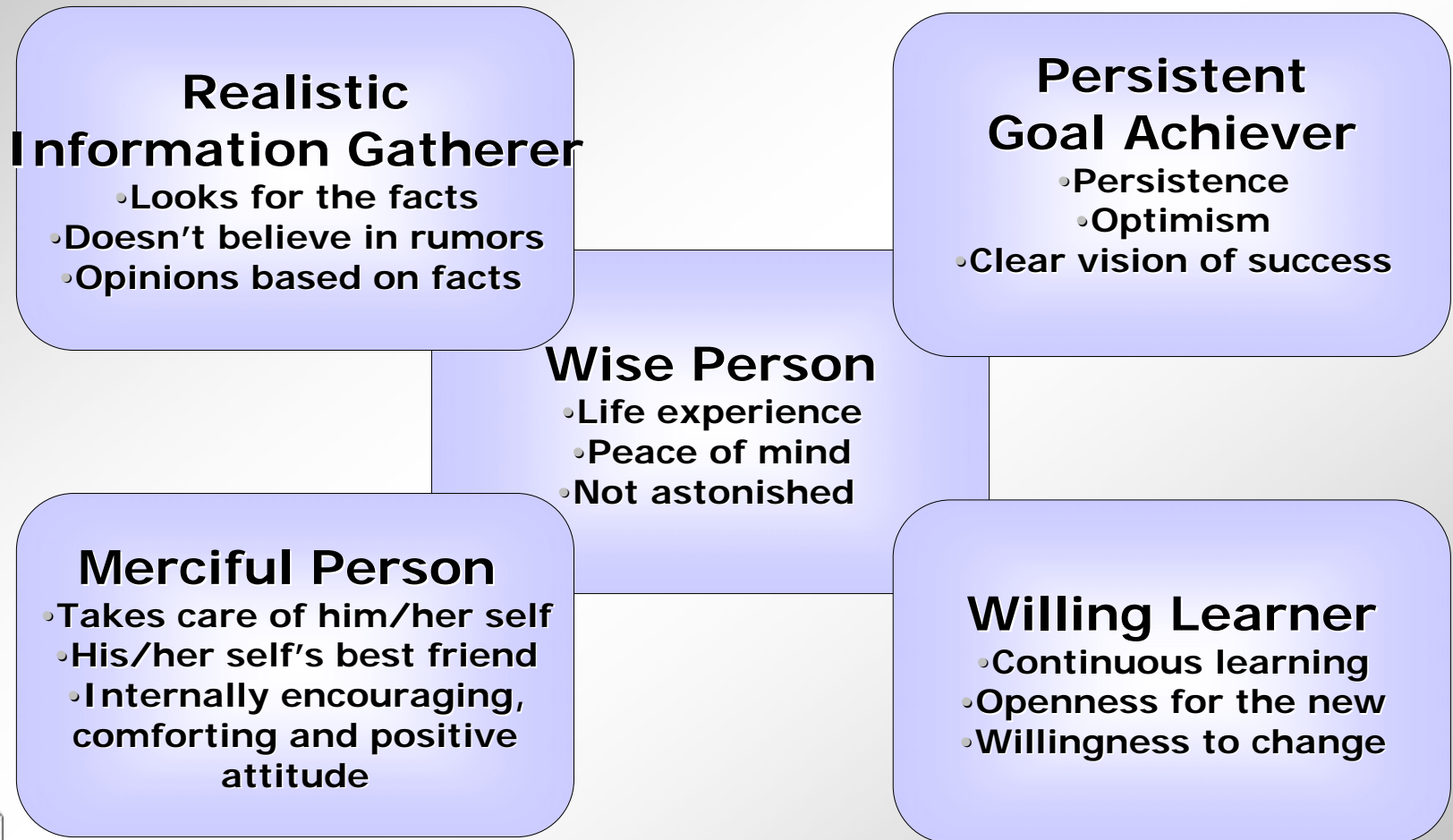
# Role-set® of a Salesperson



# Role-set® of a Reorganizer



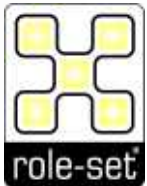
# Role-set® of The Traveler in Change



# Role-set® - the Backbone of Work Roles



- A well-planned Role-set® has helped many of our customers to make the work of individuals, teams and whole organization more effective
- Should we construct a Role-set® tailored for your situation, too? We willingly help to plan and introduce it.



# Oy Perendie Ltd



Partner for Competent Manager

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