**Canada Managerial Questionnaire**

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| **Managerial Capacity in Canada** | |
| 1. Will you make decisions and/or establish policies or goals for the function/business you manage? Y / N    1. If yes, please explain:       1. What decisions will you make?       2. What policies will you establish?       3. Will the policies be short- or long term policies?       4. Who will approve these decisions and policies?       5. Who will implement the decisions?       6. Who will implement the policies?       7. Who will evaluate/assesse the effectiveness of the policies and/or decisions?       8. How will the policies be monitored for compliance?       9. Will you preside over internal and/or external meetings with Capgemini associates and/or clients or potential clients? | NO |
| 1. Will you have authority over personnel, business expansion, and/or budget and financial affairs for the Capgemini function/business you manage?    1. If yes, please explain:       1. What authority will you have over personnel? (ex: a Manager of Capgemini may have authority over personnel by implementing mandatory learning modules for a class of associates).       2. How many associates will be impacted by your authority over personnel?       3. How many and what are the designation of the associates who comprise/are part of the function you will manage?       4. Will you preside over internal and/or external meetings with Capgemini associates and/or clients or potential clients? | NO |
| 1. Will you have authority over business expansion, innovation, and/or budget and financial affairs for the Capgemini function/business you manage?    * 1. Will you have authority over business expansion? (ex: a Capgemini Marketing Manager may have authority to implement programs to grow Capgemini’ business in a certain region)      2. What will be involved in determining new avenues of growth and/or business expansion?      3. Who will approve your proposals for business expansion, and what is that person’s role/duties (e.g., name, title/designation)?      4. Will you preside over internal and/or external meetings with Capgemini associates and/or clients or potential clients?      5. Will you have authority over a budget and/or financial affairs for the Capgemini function you manage?         1. If yes, what will the annual amount of that budget be, and how will you manage the budget/financial affairs? | NO |