

	N1	N2	N3 - IC	N4 - IC	N3 - Mngr	N4 - Mngr	N5 - Mngr					
<b>Communication &amp; Collaboration</b>									Shu	Learner		
Ask for help	Learner	Master	Teacher	Teacher	Teacher	Teacher	Teacher		Ha	Master		
Offer help	Master	Master	Teacher	Teacher	Teacher	Teacher	Teacher		Ri	Teacher		
Share information to others (sync, guild, flash reports, slack, mails...)	Master	Master	Teacher	Teacher	Teacher	Teacher	Teacher					
Share and conduct demo of the work done by his/her squad	Learner	Learner	Master	Teacher	Master	Master	Master					
Communicate the decisions taken and explain the reasons why (even in case of disagreement)		Learner	Master	Teacher	Master	Master	Master					
Inform stakeholders of the evolution of all the topics		Learner	Master	Teacher	Master	Master	Master					
Conduct co-conception workshop		Learner	Master	Teacher	Master	Master	Master					
Contribute to team meetings (Guild, sync)	Learner	Learner	Master	Teacher	Teacher	Teacher	Teacher					
Collaborate with the Eng Manager (for example with a daily meeting) avec l'Engineering Manager de son Impact T	Learner	Master	Teacher	Teacher	Teacher	Teacher	Teacher					
Collaborate with the Product Designer (for example during the discovery process)	Learner	Master	Teacher	Teacher	Teacher	Teacher	Teacher					
Propose new tools / practices / workshops / methodologies to improve the Product Team		Learner	Master	Teacher	Master	Master	Master					
Produce Exec Sum for all his/her work	Learner	Master	Teacher	Teacher	Teacher	Teacher	Teacher					
<b>Organization</b>												
Conduct efficient meetings (send the document before, the minute after, handle the timing)	Learner	Master	Teacher	Teacher	Teacher	Teacher	Teacher					
Know how to prioritize his/her work (Get Things Done spirit)	Master	Master	Teacher	Teacher	Teacher	Teacher	Teacher					
Know how to conduct big projects (timings, ressources)		Learner	Master	Teacher	Learner	Learner	Learner					
Conduct a Product Scoping (RACI, storymap, roadmap, macro-costing)		Learner	Master	Teacher	Learner	Learner	Learner					
Know how to take big decisions regarding the scope of the project		Learner	Master	Teacher	Learner	Learner	Learner					
Sync with transversal teams		Learner	Master	Teacher	Learner	Learner	Learner					
<b>Research (Discovery)</b>												
Document all the learnings	Master	Master	Master	Teacher	Master	Master	Master					
Conduct, document and share the results of interviews & workshops with users	Learner	Master	Master	Teacher	Master	Master	Master					
Master AB Testing	Learner	Master	Master	Teacher	Master	Master	Master					
Conduct & interpret data analysis	Learner	Master	Master	Teacher	Master	Master	Master					
Articulate hypothesis		Learner	Master	Teacher	Master	Master	Master					
Prepare & conduct the plan to get to the product success (validate problems, solutions, go to market ...)		Learner	Master	Teacher	Master	Master	Master					
Contribute to workshops / interviews with users/customers		Learner	Master	Teacher	Master	Master	Master					
Build workshops & interview frame			Master	Teacher	Master	Master	Master					
Conduct benchmarks (not only screenshot but deep analysis)		Learner	Master	Teacher	Master	Master	Master					
Know how to launch a new product line in full autonomy			Master	Teacher	Master	Master	Master					
Define an hypothesis and the plan to validate it.		Learner	Master	Teacher	Master	Master	Master					
<b>Execution (Delivery)</b>												
Write PRDs & User Stories	Learner	Master	Master	Teacher	Master	Master	Master					
Costing & Grooming	Learner	Master	Master	Teacher	Master	Master	Master					
Methodically test the deliverables and organise the QA of intermediate functional deliverables.	Learner	Master	Master	Teacher	Master	Master	Master					
Documentation of the products	Learner	Master	Master	Teacher	Master	Master	Master					
Define & follow key metric	Learner	Master	Master	Teacher	Master	Master	Master					
Produce key product performance indicators & follow them		Master	Master	Teacher	Master	Master	Master					
Produce with the EM Key Performance Indicators for the spring		Master	Master	Teacher	Master	Master	Master					
Prioritization of bugs vs features	Master	Master	Master	Teacher	Master	Master	Master					
Handle priorities inside sprints	Learner	Master	Master	Teacher	Master	Master	Master					
Master priorities inside backlog (multiple sprints, split into different versions with high user value)	Learner	Master	Master	Teacher	Master	Master	Master					
Animate the Squad with the EM (daily, kickoff, retro, demo)		Master	Master	Teacher	Master	Master	Master					
Help to chose the right delivery tools (scrum, kanban etc)		Master	Master	Teacher	Master	Master	Master					
<b>Product strategy &amp; deployment</b>												
Build & Maintain a product portfolio		Learner	Master	Teacher	Learner	Learner	Learner					
Contribute to the roadmap		Learner	Master	Teacher	Learner	Learner	Learner					
Follow the roadmap and raise eventual issues (delays..)	Learner	Learner	Master	Teacher	Learner	Learner	Learner					
Apply the product deployment steps	Learner	Learner	Master	Teacher	Learner	Learner	Learner					
Master of PLG tools (AARRR)	Learner	Learner	Master	Teacher	Learner	Learner	Learner					
Master of the RICE (Reach Impact Confidence Effort)	Learner	Learner	Master	Teacher	Master	Master	Master					

Shuhari roughly translates to "to keep, to fall, to break away".

	N1	N2	N3 - IC	N4 - IC	N3 - Mngr	N4 - Mngr	N5 - Mngr						
Build a Business Plan	Learner	Learner	Master	Teacher	Master	Master	Master						
Conduct a benchmark & size a market	Learner	Learner	Master	Teacher	Master	Master	Master						
<b>Management (from lvl 3)</b>													
Number of people in management		Stagiaire			2-3 N1/N2	Team of PMs	Team of PM & Leads						
Hiring					Contribute to hiring process	Help define the hiring plan & adjust Able to source external companies to handle a specific project							
Délégation					Able to delegate small topic	Ability to delegate all kind of topics, according to the level of the people							
Feedback (timely & accurate & the right way - DESC)					Make feedback timely and accurately	Animate feedback sessions (4 why's, post mortels)							
Conduct 1:1		Yes			Yes	Yes	Yes						
Scope of product responsibility					Manage the roadmap on his team	Manage the strategy of his teams	Manage the strategy of a domain						