

Manager talent standard  
Global Tax & Legal  
Business Process Solutions

**Leadership Capabilities**

Capability	Description
<b>Living Our Purpose</b>	Acts as a role model, embracing and living our purpose and values, and recognizing others for the impact they make
<b>Talent Development</b>	Develops high-performing people and teams through challenging and meaningful opportunities
<b>Performance Drive</b>	Delivers exceptional client service; maximizes results and drives high performance from people while fostering collaboration across businesses and borders
<b>Influence</b>	Influences clients, teams, and individuals positively, leading by example and establishing confident relationships with increasingly senior people
<b>Strategic Direction</b>	Understands key objectives for clients and Deloitte, aligns people to objectives and sets priorities and direction

**Core Professional and Technical Capabilities**

Capability	Description
<b>Laws and Rules</b>	Applies knowledge of current and proposed/pending legislation, their implications, and understands interaction across the Global Tax and Legal function, specifically with their area of expertise
<b>Delivery Excellence</b>	Demonstrates subject matter specialty and ability to share knowledge in one or more service lines within the Global Tax and Legal function
<b>Analytical Thinking and Problem Solving</b>	Enables fact-based decision making by using appropriate research techniques and analytical skills
<b>Technology Tools and Solutions</b>	Improves work efficiency, effectiveness, and client service by using common technology tools

**Service Line Technical Capabilities**

Capability	Description
<b>Finance &amp; Accounting</b>	Drives targeted and sustainable finance and accounting solutions that reduce compliance risk, overcome operational inefficiencies, and reinforce business intelligence
<b>Payroll</b>	Guides teams through the design and implementation of payroll solutions that increase compliance and optimize organizational efficiency
<b>Technology</b>	Designs and optimizes a client's Technology solution (e.g. ERP, RPA, Analytics) to support business objectives