

People Manager Autonomy

DESIGN. DATA ANONYMIZATION.

Details Nina Begier is a certified SFIA skills assessor who was contracted by a Web design consultancy company, ConfirWeb, to interview staff to ascertain their current ICT knowledge and skill levels.¹

From ConfirWeb’s perspective the aim is to highlight areas of overall strengths and weakness as opposed to individual shortcomings. From the staff perspective the aim is provide each staff member an understanding of their base skill level within the SFIA framework and provide guidance on which things they need to work on to reach their personal professional goals.² All staff were assured that their individual results would remain confidential: that only aggregated data, within which individuals had been de-identified, would be passed on to ConfirWeb’s management.

Despite this, some of the data was able to be dis-aggregated and the identity of some individuals and their SFIA profile could be determined.³

Following the study, Bonderup-Dohn, approached Begier, and asked, “Who did well in the study? Who needs the most training? Are there any outliers?”

Begier reminded Bonderup-Dohn of the contract conditions and their professional responsibilities for confidentiality, and declined to say. Bonderup-Dohn said, “Those were just formalities, you can tell me, I won’t let on: you do want to get paid, don’t you? Just kidding!”

Begier submitted the final report and when Bonderup-Dohn noticed that the total number of staff in the report did not match the company payroll they were directed to include the results of all the staff.

Begier refused.

A year later Begier was asked by Bonderup-Dohn to do a followup report to measure how well ConfirWeb had done with their training plan. Begier declined the work.

| Cast | Role |
|-----------------------|----------------------|
| Nina Begier | SFIA skills assessor |
| Barbara Bonderup-Dohn | ConfirWeb senior VP |

Table 1: P_1 Cast

¹ The purpose of the study was to inform the company about the type of training courses needed to ensure that ConfirWeb, has the right balance of skills and knowledge for several important projects that are coming on board in the coming year, and to advise staff on skill areas and training needed for their professional career path.

² The individual staff member focus was the major reason for the staff taking part in the, voluntary, assessment.

³ During contract negotiations Begier had informed senior Vice President of the company, Barbara Bonderup-Dohn, that this might happen and that any aggregation that resulted in fewer than seven individuals would not be reported on. They would not be mentioned in any way in the final report. This would mean that the numbers in the report might not match the staff list.