

Salary Ralph

This brief document outlines how I would like to be paid for my services for Happy Melly One.

Current situation

My primary role is Agile Coach and being a facilitator Management 3.0, Lean Change Management and Collaboration Superpowers. I make on average around XXK (Gross) per month. My roles at Happy Melly are a side job. They won't be full time because I really love the things I do as coach and facilitator, but I do want to contribute to Happy Melly One and work with the team. Additionally, I will never be able to make the money I make today (and need to pay alimentation, and other financial obligations) at Happy Melly One.

Roles

I have two roles in the team, one is taking care of the content and the other role is the CEO. I am also the only person registered at the Chamber of Commerce with Happy Mello One.

I looked at similar roles and I decided to compare the content role with the function of a publisher. My role as CEO I compare with a (general) director at a company.

Salary¹

I first explain/calculate the salary if I were working full time for HMO.

Publisher

I did some research on Dutch websites, and my conclusion is that the average salary of a publisher of my age gets around 3123 euro a month.

<https://loonwijzer.nl/home/salaris/salarischeck?job-id=2642070000000#/>

<https://www.nationaleberoepengids.nl/Uitgever>

<https://www.intermediar.nl/salariskompas/#!/results>

General Director

I did some research on Dutch websites, and my conclusion is that the average salary of a publisher of my age gets around 5110 euro a month.

<https://www.intermediar.nl/salariskompas/#!/results>

¹ I used the following data on the website to calculate my salary: Age: 43, Education: University of Applied Sciences, Branche: IT, Work experience: 20 years, Region: Noord-Brabant, Country: Netherlands, Number of Employees: 5-10.

<https://loonwijzer.nl/home/salaris/salarischeck#/>

Proportion between roles

As described above, I have two different roles in the team. The team is self managing as much possible. Therefore, I am not every day active in my role as CEO. At the end of every quarter I need to act as CEO to update the co-owners. However, I am the only one registered at the Chamber of Commerce. Therefore, I believe that overall 30% of my time is spend on being CEO, also taking in account I am the only who is legally connected to HMO.

The other 70% is in my role as publisher.

30% of 5.110 is 1.533 euro. 70% of 3.123 is 2.186 euro. $2.186 + 1.533$ would make a salary of **3.719** euro a month.

I am most of the time on a commitment level of 1. That would result in a salary of 744 euro per month.

Happy Melly One Advantages

We mentioned several time that one of the advantage of HMO is to be able to work everywhere, anytime. I thought about this and I realize this is not really an advantage for me. It is even the other way around, if this was not possible, I could not work at HMO. Therefore, I decided not take this advantage in account in deciding my desired salary.

Final words

I realize that my income as coach and facilitator can't be compared to my role within HMO. It would be unfair in my opinion to use this income as reference point to determine my salary in HMO. That does imply that when I have to chose between a workshop/day at the customer or working for HMO, I will probably always chose the first option. HMO is financial wise a side job for me. That does not say anything about my commitment or the pleasure I have working with you! Let's make Management 3.0 bigger and bigger so that our bonus will be huge ;)