

Figure-1: Levels of Capability for Handling Complexity

Level	Typical Role	Typical Length Of Longest Task	Nature of Capability
6	CEO (Portfolio of Businesses)	10-20 Years	Build and manage a portfolio of businesses that together are greater than the sum of their parts, build multi-region, multi-market enterprise.
5	CEO (Business Unit)	5-10 years	Direct organization in a united direction, build an organization that seizes a market opportunity, fitting the business model to the firm's environment.
4	VP	2-5 years	Managing or building a system, scaling an organization's function, coaching and coordinating self-directed teams, general management work.
3	Middle Management / Director	1-2 years	Manage a process, organize work across coherent steps to achieve a goal, find root cause.
2	Front Line Manager	3-12 months	Manage a step in a process, putting together the list of components that are required to execute that step of the process.
1	Front Line Worker	1 day - 3 months	Direct full effort towards a single component of the list of components at this step in the process.

Note: there are higher stage of development (7, 8, 9 & maybe higher, but these are incredibly rare).