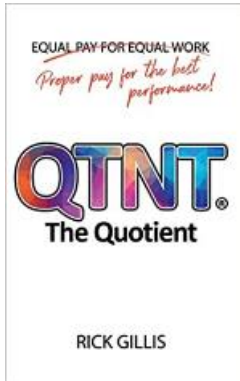


PM WORLD BOOK REVIEW



Book Title: **QTNT: The Quotient**

Author: **Rick Gillis**

Publisher: QTNT Publishing

List Price: \$49.98 (Amazon)

Publication Date: 24 Sep 2019

Reviewer: **Dan Harrier, PMP**

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Introduction

Enjoyable reading, replete with examples.

Rick demonstrates how to quantify accomplishments with real numbers: Results achieved in dollars (Contribution to the company) divided by wages (Pay); Use the resulting number as a basis for future pay increases, job interviews, or appraisals.

All workers can punch the clock and fill the hours of the workday, but Rick's formula applies what the person actually contributed to the growth of the company divided by the amount of compensation they earned.

Overview of Book's Structure

"The Quotient is divided into two audience segments as Book 1 and Book II" (quote from the introduction).

Book 1 explains the fundamentals the Quotient (hereby designated as "QTNT"), followed by several examples of how to apply this calculation to various jobs, tasks, and companies.

Book 2 comes much later after the reader is thoroughly immersed in the QTNT methodology, and applies the principles to Enterprise and Big Business.

The short chapters, detailed examples, and repeatable math make the reading easy and enjoyable, like an article in a newspaper or online synopsis.

Highlights

I chose to review this book precisely because I didn't recognize the meaning of the term on the cover (QTNT), and wanted to know more. It didn't take long for the author to explain this: Contribution (C) ÷ Pay (P) = The QTNT (quotient).

This book forced me to grade my own experience, working 8 hours per day, 5 days a week, or about 2,080 hours per year. What did I really accomplish in all those hours on the job? Is there a quantifiable way to measure my value to the company? Mr. Gillis answers this with several examples.

Suppose that in my 2,080 hours last year, I earned \$50,000. I introduced a process improvement saving 10 of my colleagues (also making \$50,000) one hour each day. What is my QTNT?

Following the author's math, I must quantify the value saved: 1 employee an hour each day, or $2080/8 = 260$ work days in a year. 1 hour saved x 10 employees x 260 = 2,600 hours annually.

Now I must put a value on that 2,600 hours. An employee making \$50,000/year is actually paid about \$24/hour ($50,000/2,080$). $\$24/\text{hour} \times 2,600$ hours annually is \$62,400. My contribution ($\$62,500$ company savings) ÷ My pay ($\$50,000$) = 1.25.

Had the QTNT been 1.0, I could justify my value to the company as a breakeven expense. But with a QTNT of 1.25, I exceeded my value. Let's assume that I made other improvements during the year, saving the company even more money. On my next performance review, I now have a quantifiable number demonstrating my value added.

This is my own made-up example, following Rick's equation. Try it yourself and see what your QTNT is.

Highlights: What I liked!

I was skeptical about the QTNT for a military member, or contractor with a fixed amount on the contract. Can a QTNT help me, even if I am paid by my rank, without the option of bonuses or higher pay for achievement?

Rick Gillis reveals in Chapter 18 that he is also a military veteran. I liked that he took the time to show a QTNT example of a Navy Captain (O-6). For those that would like a quick summary, Rick led the officer through his past performance reports, and put numbers to the achievements. This officer supervised 290 employees with a \$32M annual budget. During this period, he "developed an aggressive schedule for the closure of Naval Air Station DE, resulting in savings to the government of \$3,620,000". Taking this Contribution ($\$3,620,000$) ÷ his pay ($\$135,000$) x 2 (it was a two-year project) = 13.4.

A transitioning military veteran can easily repeat this math for an impressive resume or impact statement at the next job interview.

Who might benefit from the Book?

Employees who are not motivated to improve the organization, and just biding their time to get their paycheck, will not benefit from this book. In fact, their QTNT, if properly calculated, might be less than 1, exposing their job as costing the company more than their pay.

Employees with initiative and good record-keeping of performance will benefit from the QTNT. Their drive to improve the job and benefit the organization, and their ability to quantify successes with dollars saved, can make a strong argument for advancement or higher pay.

As a military veteran, I frequently wrote my own performance reports, which were later reviewed and signed by my superiors. The saying at the time was “if you didn’t document it, you didn’t do it”. So, I was taught to keep a journal of tasks and results. Although we did not use a QTNT score, we did attempt to write our performance reports in a Task – Action - Result format. The QTNT equates to this Result.

Conclusion

The release date of this book was September 2019. Shortly after that, in early 2020, the world changed. My monthly PMI meetings were put on hold, and later done virtually. All of this to say, why didn’t I hear about this sooner?

I am happy to submit this review, and endorse “The QTNT” to professionals that understand their value, and the value of others to the company’s bottom line. Each position in a company should be justified as necessary or value-added. The QTNT forces a hard number to determine this.

For more about this book, go to: <https://www.amazon.com/Quotient-Rick-Gillis/dp/1087800323> or <http://thequotient.com>

Editor’s note: This book review was the result of a partnership between PM World and the Alamo PMI Chapter. Books are delivered to the Alamo PMI Chapter, where they are offered free to PMI members to review; book reviews are published in the PM World Journal and PM World Library. Alamo PMI Chapter members can keep the books as well as claim PDUs for PMP recertification when their reviews are published.

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About the Reviewer



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Dan Harrier is a 26-year veteran of the Air Force and has spent the past 17 years as a contractor for commercial companies and government contracts.

His credentials are a BS from the Air Force Academy, an MBA from Georgia College, and certifications in Project Management (PMP) and Six Sigma (CSSBB).

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