highland
Northstar OS

The Northstar Operating System™ is the operating system and curriculum taught in the Highland community, founded by Scot Chisholm. If you're interested in learning more, reach out here.

HIGHLAND™

1) Welcome to Highland

I. About Highland
II. About founder, Scot Chisholm
III. How to share with your team

2) Key concepts

I. 5 stages of any startup
II. Going from builder to scaler
III. Scaling without losing your soul
IV. Understanding leverage
V. Understanding delegation
VI. Company as a system

NORTHSTAR OS™

1) Intro to Northstar Operating System

I. What is an operating system
II. CEO as ultimate owner
III. Three highest points of leverage
    A. Clarity
    B. Rhythm
    C. Mindset

2) Operational Clarity

I. Purpose
    A. Mission
    B. Values
II. Direction
    A. Vision
    B. WhyGo's
        1. Why
        2. Goals
        3. Outcomes
III. Progress
    A. Against Outcomes
    B. Against Health Metrics

3) Operational Rhythm

A. Annual Operating Rhythm
    1. Creating WhyGo's
        a) Company
        b) Team
        c) Individual
    2. Annual Financial Plan
        a) Approval Process
        b) Revenue Forecast
        c) Expense Forecast
        d) Cash Forecast
        e) Health Metrics
    3. Leadership Off-sites
        a) Mid-year
        b) End-of-year
    4. Annual Company Kick-Off
    5. Career Alignment
    6. Compensation & Bonuses

B. Quarterly Operating Rhythm
    1. Quarterly Financial Close

2. Quarterly Leadership Meeting
3. Quarterly Business Reviews (QBRs)
4. All-Hands Meeting
5. Board Meeting
6. Investor Updates

C. Monthly Operating Rhythm
    1. Financial Close
    2. Leadership Team Meeting
    3. One-On-One Meetings
    4. Weekly Updates
        a) Dashboards
        b) Full team

D. Appendix: Dashboards & Metrics