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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