

	Staff with Stars	Pound the Productivity	Automate and Enforce
IC	Seek Continuous Improvement/Experiment Welcome Negative Feedback Be An Expert/Tackle Hardest Problem Put yourself in Customer's shoes	Worksmart Tool Certified* Improving quality and productivity Follow Your Calendar* Intensity & Focus Blocks Give Improvement Feedback*	Make Automation Suggestions to Team Lead* Find Tools That Improve Your Own Productivity*
Manager	Rank and Review Always Interview Shrink to Grow Train your team (bootcamp) Spock vs Mother Teresa No firing for budget reasons	Enforce Quality Bar Drive 25% QoQ improvement Daily Check in Chats Deep Dives Create Calendars Gemba Walk Time Motion Study Zero Based Target	implement JIRA workflow <i>find tools that 2x productivity of ICs</i> <i>Populate data in 2 slide deck</i>

