

Attending: Brent, Michael, Sam, Greg, Spence (proxy for Matt)

1. Review of August Minutes - approved
2. Previous/Follow-up Items
 - a. Structure
 - i. How to gauge impact of working on projects vs. working on business
 - b. Phantom stock
 - i. Feedback from phantoms
 - ii. At least 9 of 11 phantoms on board (some with questions), good to move forward
 - c. KPIs/metrics
 - i. Reporting still under development
3. New Items
 - a. Brent Triangle review
 - i. How to move toward more objective, quantitative scores
 - b. Manager coaching plan
 - i. Focus on business/personnel management vs. technical management
 - ii. Develop “core” project management skills, allow room for variation
 - c. Future organizational state
 - i. How to delegate business areas to reduce overhead but also maintain quality/balance
4. Next Meeting
5. Action Items