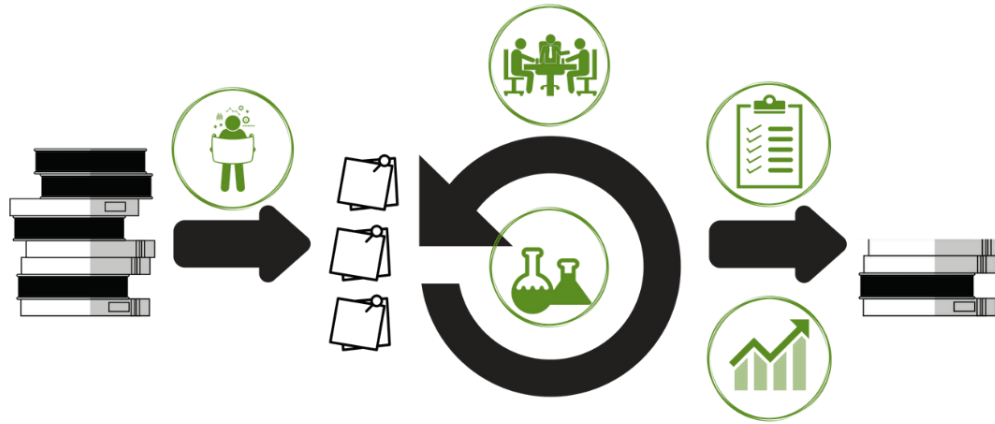






# Growing Responsible Ownership™ (GROw™)



	<b>PLANNING EXPERIMENTS</b>	
	<b>ACTIONS</b> <ol style="list-style-type: none"> <li>1. Review your pain</li> <li>2. Agree what hurts most</li> <li>3. Decide how to measure progress at pain reduction</li> <li>4. Define how you will measure that</li> <li>5. Define some experiments to try</li> <li>6. Define some improvements based results of past experiments</li> </ol>	
	<b>ACTIONS</b> <p>During <b>planning</b>, decide:</p> <ul style="list-style-type: none"> <li>• Improvement vs Experiment</li> <li>• Impact Measurement</li> </ul>	<p>In <b>tracking</b>, note:</p> <ul style="list-style-type: none"> <li>• Did we finish the work?</li> <li>• What happened to the impact measure?</li> </ul>
	<b>ACTIONS</b> <p><b>Logistics</b> Meet weekly for 7 min Attendees: Executive, Team Optional: Other teams under same executive</p> <p><b>Intent</b> Team: Show current decisions Executives: Coach on ownership</p>	<p><b>Team Agenda:</b></p> <ul style="list-style-type: none"> <li>• What was learned since last time?</li> <li>• How did that insight change what we measure?</li> <li>• Any overall changes in technical strategy</li> <li>• Any resources we need, and on what timeline?</li> </ul> <p><b>Executive Agenda:</b></p> <ul style="list-style-type: none"> <li>• Ask what informed any specific decision</li> <li>• Note successful ownership moments</li> </ul>
	<b>ASSESSING OWNERSHIP</b> <ul style="list-style-type: none"> <li>• Which teams need my help?</li> <li>• Which teams should be left alone?</li> </ul> <p>Score teams on their ability to prioritise, handle the unknown, learn &amp; execute, and decide well. <i>See Team Assessment Rubric for specific criteria within these categories.</i></p>	
	<b>SHOWING IMPROVEMENT</b> <p>Add to the demo agenda the following items:</p> <ul style="list-style-type: none"> <li>• Target measure</li> <li>• Experiments run</li> <li>• Results</li> <li>• Any strategy shifts (measure or experiments) for next week.</li> </ul>	