

THE SITUATION FOR: CHAMPION

- There are two organizations--BEST (red) and CHAMPION (green).
- Both organizations are competing for the same CUSTOMERS.
- Both organizations specialize in applying the human intelligence and creativity of their personnel to their customers' projects by developing new ideas, directions, and applications.
- WORLDWORKS is a customer. It has retained CHAMPION to work on its project and has given CHAMPION a partial payment on the contract. (See WORLDWORKS contract on following pages.)
WORLDWORKS's budget is estimated to be somewhere between €30 and €50.
- **There are other potential customers.** It is likely that new projects will be coming in shortly. There is estimated to be about €350 in the economic environment. That is roughly the total amount of money customers must spend on projects at this time.

TRADITIONS

- Each organization has the same traditional **STRUCTURE**:

There are TOPS.

It is the Tops' responsibility to assume the following top positions:

T/CEO: Chief Executive Officer with overall responsibility for the total organization

T/VP INT: Vice Presidents for Internal Affairs with responsibility for internal operations

T/VP EXT: Vice Presidents for External Affairs with responsibility for developing and maintaining quality relationships with customers.

There are MIDDLES.

Each Middle has supervisory responsibility for his or her Bottom group --

M₁ for Bottom Group 1, M₂ for Bottom Group 2, and so forth.

There are BOTTOM GROUPS.

Bottom Groups work on projects as designated for them by either Middles or Tops.

TERRITORY AND MOVEMENT

- With regard to territory and movement in the system:

Traditionally, Tops have their own location, and they can move without permission anywhere.

Middles have their own location and are free to move everywhere except into the Tops' territory without their permission.

And Bottoms cannot move out of their territory without the permission of a Middle.

COMMUNICATIONS

- With regard to communications among the parts of the system:

Traditionally, Tops can talk directly to Middles and Bottoms.

Middles can talk to Bottoms and to Tops and to one another.

Bottoms can talk to one another and to their Middle. They can talk to members of other Bottom groups only with the permission of their Middle.

SALARY STRUCTURE

- The traditional salary structure is:

Bottoms are paid at a rate of €1/day per group plus individual and/or group bonuses as determined by Tops and Middles.

Middles are paid at a rate of €5 each 4-day week plus individual and/or group bonuses as determined by Tops.

Tops set their own salaries and bonuses.

TRADITIONS CHANGES

- With regard to traditions: Traditionally, Tops have been the keepers of the system's traditions. They have the authority to maintain the traditions as they are or to change them.

TRADITIONAL FIRST DAY

- Traditionally, during Day #1 Tops may be unavailable to both their organization and the customers. Middles will be in charge during this day. Tops will be using this first day to review and clarify their mission and to organize themselves for the work to be done.

WORLDWORKS

CONTRACT WITH CHAMPION AND/OR BEST

WORLDWORKS is a non-profit organization. It receives its funds through grants from foundations and corporations and from private donors.

WORLDWORKS' mission is to create a world that works.

WORLDWORKS identifies common, everyday breakdowns in life, things that don't work the way they should work, breakdowns that cause stress, frustration, and aggravation in everyday life.

Examples: 8-item lines in supermarkets in which some people have many more than 8 items

dogs evacuating on neighbors' lawns

drivers and pedestrians ignoring traffic signals and traffic lights

And WORLDWORKS creates BREAKTHROUGH PROCESSES, mobilizing local media, merchants, schools, and people in the community to fix these breakdowns.

WORLDWORKS wants CHAMPION'S AND/OR BEST'S help in identifying EVERYDAY BREAKDOWNS and in developing BREAKTHROUGH PROCESSES by which these breakdowns can be fixed.

Specifically, WORLDWORKS wants CHAMPION AND/OR BEST to do the following:

- Identify 10-15 EVERYDAY BREAKDOWNS that produce tension, stress, frustration, and aggravation in everyday life.
- Select 3 of these items for intensive consideration. These should be items which if resolved would make a major contribution to everyday living.
- Develop BREAKTHROUGH PROCESSES by which these 3 BREAKDOWNS could be fixed. BREAKTHROUGH PROCESSES:
 - ... should use resources in the community (volunteers, school, media, local agencies, corporations, etc.)
 - ... should work, and
 - ... should be self-sustaining.