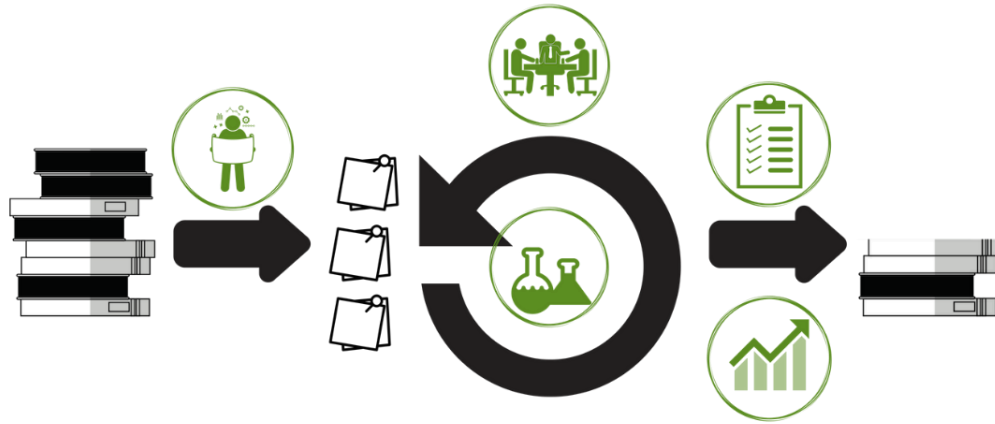







# Growing Responsible Ownership™ (GROw™)



	<p style="text-align: center;"><b>PLANNING EXPERIMENTS</b></p> <p><b>ACTIONS</b></p> <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>		
	<p style="text-align: center;"><b>RUNNING EXPERIMENTS</b></p> <p><b>ACTIONS</b></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">                 During <b>planning</b>, decide:                 <ul style="list-style-type: none"> <li>• Improvement vs Experiment</li> <li>• Impact Measurement</li> </ul> </td> <td style="width: 50%;">                 In <b>tracking</b>, note:                 <ul style="list-style-type: none"> <li>• Did we finish the work?</li> <li>• What happened to the impact measure?</li> </ul> </td> </tr> </table>	During <b>planning</b> , decide: <ul style="list-style-type: none"> <li>• Improvement vs Experiment</li> <li>• Impact Measurement</li> </ul>	In <b>tracking</b> , note: <ul style="list-style-type: none"> <li>• Did we finish the work?</li> <li>• What happened to the impact measure?</li> </ul>
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	<p style="text-align: center;"><b>ASSESSING OWNERSHIP</b></p> <p><b>ACTIONS</b></p> <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>		
	<p style="text-align: center;"><b>SHOWING IMPROVEMENT</b></p> <p><b>ACTIONS</b></p> <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>		

