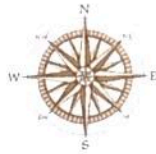# CHOW TIME
## Challenging Our WORKFORCE

The Crazy 8s hosted the inaugural CHallenging Our Workforce (CHOW) Time, which focus on bringing in a speaker from outside of our community to talk about how their organization does business & ultimately help **us** improve! For the first event on 11 DEC 2015, we invited (b)(4), (b)(6) (b)(6) portfolio. Here's some key points from (b)(6) talk...

# TRUST...
## → in employees

A resounding theme in (b)(6) talk was the trust that (b)(4) has for its employees. From giving everyone in the company a corporate credit card to an unmanned tech supply closet to allowing peers to give one another bonuses... (b)(4) trusts its employees. However, if that trust is violated, the employee is fired and/or sued!

## Potential for
## UPWARD MOBILITY

All (b)(4) employees that aren't support staff (café, janitorial, etc) are ranked on a Category Ladder (Networking, Marketing, etc) on a scale from 1-9. Each employee has the ability to work toward the next step on their ladder.

*"If you do not trust your employees that manifests itself in the culture."*

## MEASURING YOUR ORGANIZATIONAL IMPACT

Organizational impact is a big factor at (b)(4) in terms of promotions and annual reviews. Consider your organization a compass, where:

- **SOUTH** is you
- **EAST/WEST** are your peers
- **NORTH** is your senior leadership

The degree to which the work you do impacts every direction of that compass is representative of your organizational impact.

## IT SUPPORT
## TECH STOPS

(b)(4) support is conducted at Tech Stop kiosks located within the buildings. These are manned by highly qualified and motivated employees who know that a good performance at this job will quickly lead to more valuable employment within (b)(4). Most importantly, Tech Stops are a quick and convenient way for (b)(4) employees to get IT support on their own.

## SIMPLIFYING
## PROCESS

(b)(6) focused on innovation through simplified processes or all together eliminating process. The goal at (b)(6) is to have the minimum amount of process necessary to achieve objectives. Simple processes allow for faster **"velocity of change,"** or the ability to quickly iterate and ultimately develop better products/services, faster.

**"The goal is NOT conformance. The goal is getting the best result."**

crazyeights