

An orderly orchard

Nurtured & Pruned By Productive Gardeners

POWER DISTRIBUTION:

?who? decides ?how?

55 % Owner only

45% Shared with Employees

Owner decides how to use **resources** (property, money, possessions)

Owner decides 7 rules + shiftlists

Employees **decide standards** for evaluation, used to set schedules

Employees read to decide

Employees decide to resolve conflicts

Employees teach & encourage, take the initiative and ASK when they need support.



EVALUATION:

Stern, direct feedback

Negative feedback may not be mixed with positive feedback.

Feedback targets work, not personhood or “identity”

Our season is short & business is booming, negative feedback may be swift & even be offered in the midst of a shift

Feedback is a pruning sheer clipping out parts of your tree to promote alignment.

INSTRUCTION:

mostly written

not verbal. not visual

direct often frank & repetitive, but not meant to offend

because our team is diverse we **share few common assumptions**

Written instructions unite us

