

THE PROCESS REF

NO PROCESS, NO UNITY OF EFFORT



The Harness/The Process is the “Team Glue”.

NO REF, NO PROCESS



FOUR 2-HOUR BLOCKS

1. The Power of Employee Engagement
2. The Power of Simplicity
3. Product Lunch and Learn
4. The Power of Keeping Things Calm
5. The Power of the Daily Routine

Joel Busboom is just the Facilitator. The focus is on having the group brief the information so they can get comfortable with the material.

THE POWER OF FEELING SUPPORTED

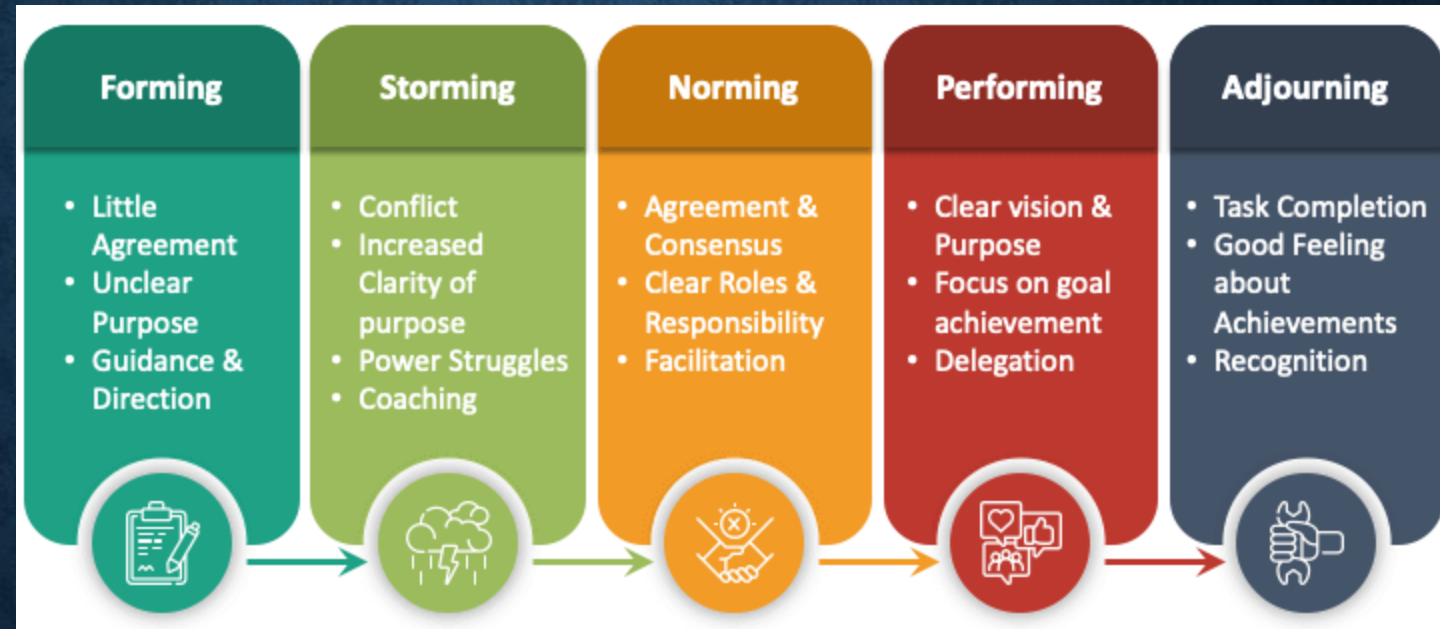
- Group Brief:

Gallup Q ¹² Survey	RATING SCALE: 1-10
1) I know what is expected of me at work.	
2) I have the materials and equipment I need to do my work right.	
3) At work, I have the opportunity to do what I do best every day.	
4) In the last seven days, I have received recognition or praise for doing good work.	
5) My supervisor, or someone at work, seems to care about me as a person.	
6) There is someone at work who encourages my development.	
7) At work, my opinions seem to count.	
8) The mission or purpose of my company makes me feel my job is important.	
9) My associates or fellow employees are committed to doing quality work.	
10) I have a best friend at work.	
11) In the last six months, someone at work has talked to me about my progress.	
12) This last year, I have had opportunities at work to learn and grow.	

- Main Point: Processes unite teams and help the team feel heard and supported. This ties directly to Employee Engagement. Employee Engagement ties directly to all Key Performance Indicators.

THE POWER OF CALM AND SIMPLE

- Group Brief:



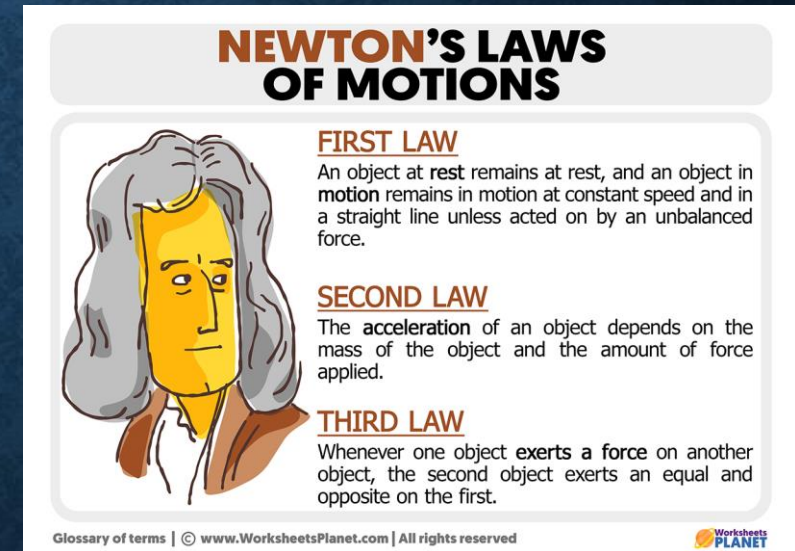
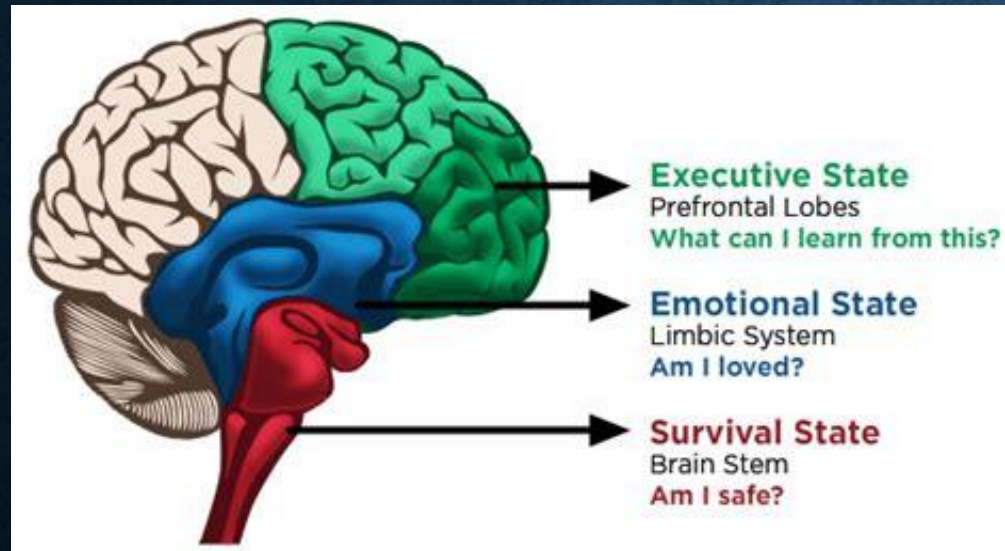
- Main Point: Identifying the ***main obstacle*** to achieving a goal is hard. Keeping the group calm and making things simple is the key to being able to gain consensus.

THE POWER OF A TEAM

- Group Brief: List all of the stakeholders that benefit from your company being safer and more efficient.
- Main Point: Using a process will break down silos and include other departments and external stakeholders....**it drives stakeholder engagement.** This includes telling your “Process Based Contractor” in your Sales and Marketing efforts.

THE POWER OF THE DAILY ROUTINE

- Group Brief: The Triune Brain and Newton's Law's of Motion



- Main Point: Processes are necessary to break through the daily routine. The Process Ref's energy is needed to make this happen.