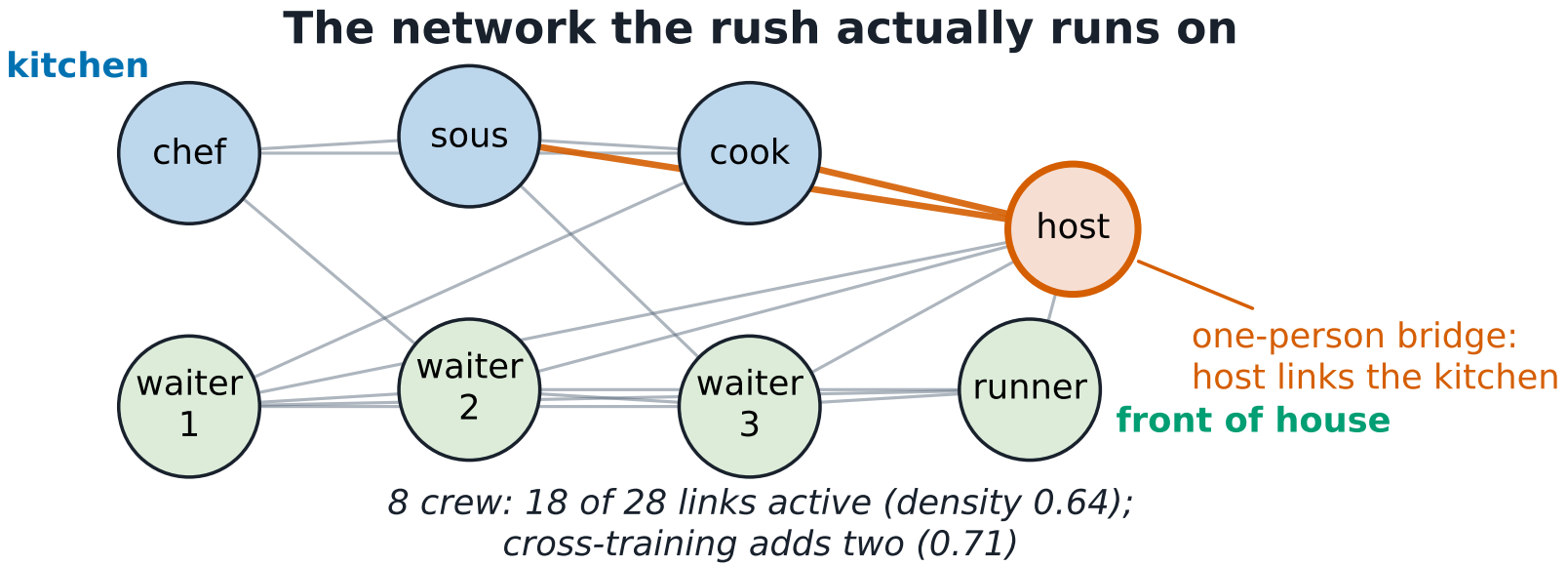
Exercise walk-through

8.2 Motivation

University Business

Teams: design before dynamics

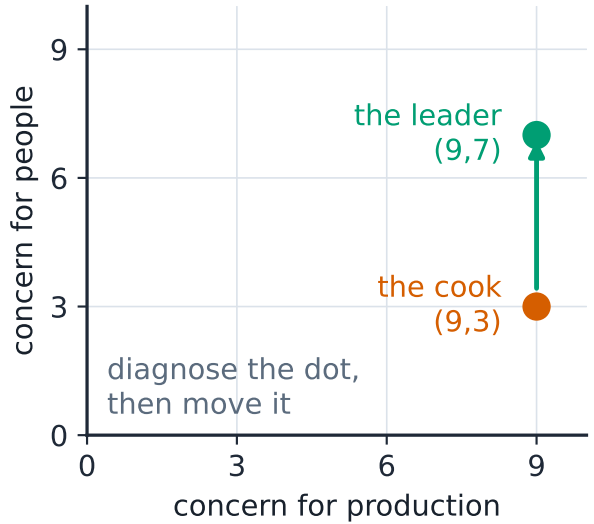


Density 0.64, but the pass runs through one host: a single point of failure.

Leadership: the dot and the layers

The dot moves; the layers deepen

the grid



the layers

artefacts
the tidy pass, shared lunch

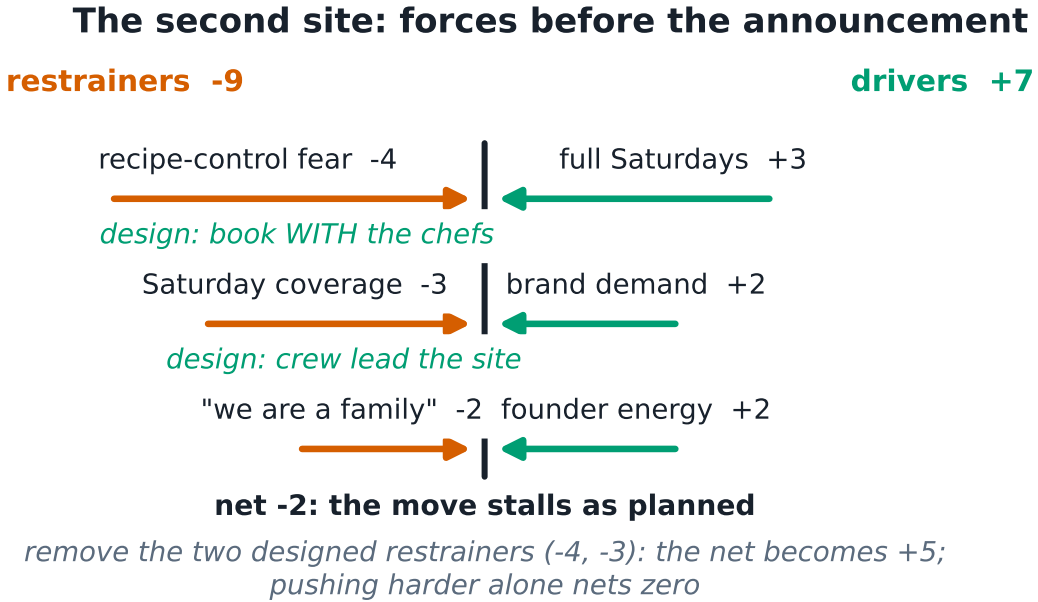
espoused values
"quality first": the poster

assumptions
when a plate goes back

bin rate 4.0% -> 2.1%:
the assumption, measured

The founder moves from (9,3) to (9,7); bin rate falls 4.0% to 2.1%.

Performance and change: draw the field first



Restrainers -9 against drivers +7; two designs turn net -2 into +5.

Exercises 2.1·2.2

2.1 Compute the force on the cash outcome and on the time outcome (treat $P \to O$ for time as 0.5 – protected weekends follow good staffing). Which wins? [4]

2.2 The owner doubles the cash pool. Predict the effect on effort, with the theory's arithmetic. [2]

Exercises 2.1·2.2

2.1 Compute the force on the cash outcome and on the time outcome (treat $P \to O$ for time as 0.5 – protected weekends follow good staffing). Which wins? [4]

2.1

- Cash: $0.8 \times 0.3 \times 0.2 = 0.048$.
- Time: $0.8 \times 0.5 \times 0.9 = 0.36$.
- Time wins by $7.5\times$ – the design should pay in weekends, not cash.

2.2 The owner doubles the cash pool. Predict the effect on effort, with the theory's arithmetic. [2]

2.2

- Doubling the pool touches valence only ($0.2 \to 0.4$): force 0.096 – still a quarter of the time route.
- Multiplication: the broken $P \to O$ (0.3) caps everything.

Exercises 2.3·2.4

2.3 Write a specific, difficult, accepted goal for the counter team (write the acceptance mechanism too). [3]

2.4 In one line each: why is a pay rise alone a weak motivator, and what completes it? [2]

Exercises 2.3·2.4

2.3 Write a specific, difficult, accepted goal for the counter team (write the acceptance mechanism too). [3]

2.3

- Example: ”Mystery-shop ≥ 90 on 8 of 10 visits this quarter, reviewed fortnightly with the team.”
- Difficult but reachable from 0.8 effort-belief; feedback built in.
- Acceptance: the team sets the final number and the review slot.

2.4 In one line each: why is a pay rise alone a weak motivator, and what completes it? [2]

2.4

- Pay is hygiene: it removes dissatisfaction but does not create effort.
- Motivators complete it: recognition, achievement, growth – and rewards the doers value (weekends).