

USING THE FIVE DIMENSIONS TO IDENTIFY AND CLOSE GAPS IN YOUR WORK



At Koch we continually seek to close the gap between what we are accomplishing and what we could be accomplishing if we were fully applying our principle-based framework. To identify ways to increase your contribution, ask yourself, your supervisor or others the following questions:

VISION

Maximizing my group's contribution to Koch's long-term success

- Do I understand my group's and Koch's visions and how I can best contribute to them?
- How do I use these visions to prioritize, make decisions, identify opportunities and innovate?
- What capabilities does my group need to add or improve?

VIRTUE AND TALENTS

Living Our Values and strengthening our culture

- How can I improve my understanding and application of Our Values? What other principles would help me contribute more?
- What will enable me to become more contribution motivated? Who can help?
- How do I further develop my talents?

KNOWLEDGE

Continually learning to succeed in a rapidly changing world

- How can I improve my knowledge networks to better innovate and transform? In what ways can I better share knowledge and motivate others to do the same?
- What information, measures and principles would help me understand which parts of my work are profitable? What do I need to start, stop, change or improve?
- How can I better provide and solicit beneficial challenges and use them to help me and others improve?
- What experiments would enable us to learn how to increase profitability?

COMPARATIVE ADVANTAGE

Given the opportunities, fostering superior application of individual abilities, cooperation and teamwork

- Given my interests and abilities, and those of other team members, how can my supervisor and I optimize my role?
- Is my group continually reoptimizing roles and responsibilities as team members and conditions change?

MOTIVATION

Recognizing that I succeed by maximizing my contribution to Koch's long-term success

- How can I make my work more energizing and meaningful to me?
- Have I asked my supervisor how to increase my compensation by improving my contribution?
- What external and internal barriers keep me from contributing more? Who can help me overcome or remove them?

