IP BEST PRACTICES

Fishbowling Performance

A best practice shared by InspiringPeople.

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Fishbowling Performance

Managers presenting their own performance in the open — door unlocked — builds trust from the shop floor up.

Key steps

LEAN-style programs often stall because they only reach the shop floor, while managers never make time for their own stand-ups — which doesn't feel fair to the people who do.

Set a fixed hour on a fixed day each month for the management team. Have every manager present actual-versus-plan on the three main value drivers, five minutes each, with the door open for any employee to walk in and listen. Being transparent and vulnerable is what builds the trust.

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