

THE STORY OF WORK

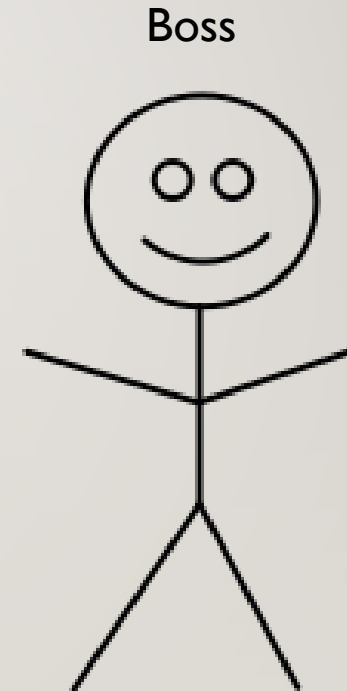
BY

DONALD C. KENDIG, CPA



IN THE BEGINNING...

- There was Human...
- ... and Human was Boss of his existence.



THEN THERE WAS HUNGER...

Boss



Oh! My tummy aches.

THEN THERE WAS WORK...



Apples!

Yummy!



THEN THERE WAS LONELINESS...



I feel so alone!



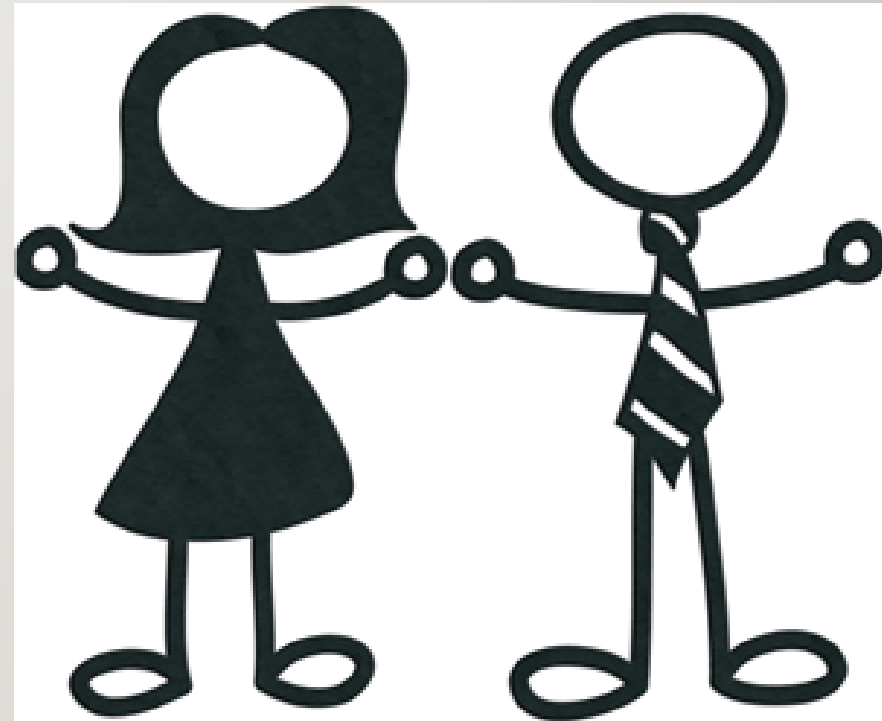
THEN THERE WAS TEAM...

... by Divine intervention!

Worker

TEAM

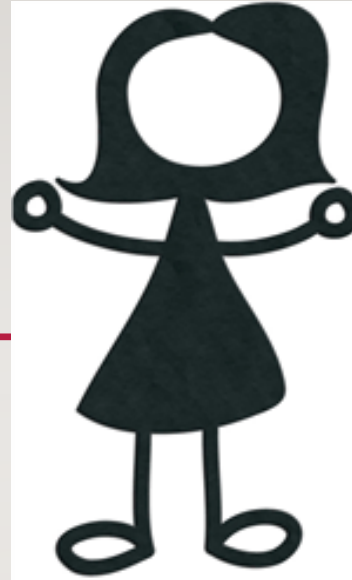
Worker



My ribs
hurt!

THEN THERE WAS TEAMWORK...

Worker

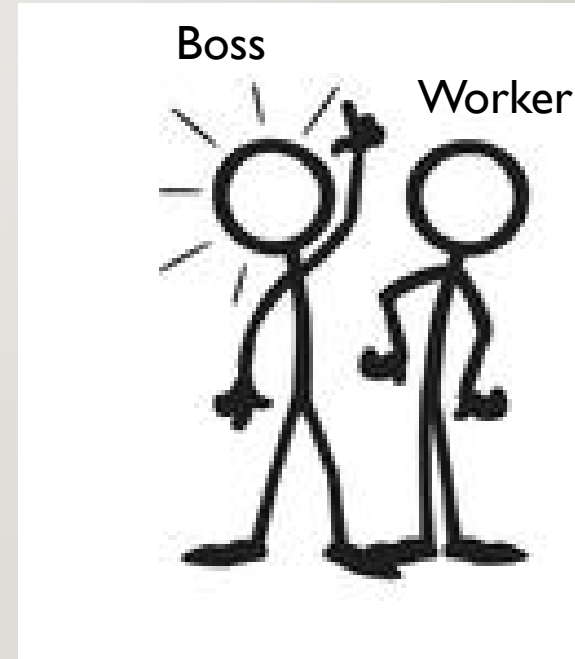


Worker



THEN THERE WAS AN IDEA...

- If I get more workers, I could make more food!
- Who's the boss??? I'm the boss!!!



THEN THERE WAS MORE TEAMWORK...

Boss



Worker



Worker



Worker



Worker



THEN THERE WERE PROBLEMS

- Some workers take food, but do not work.
- Why can't workers just work?

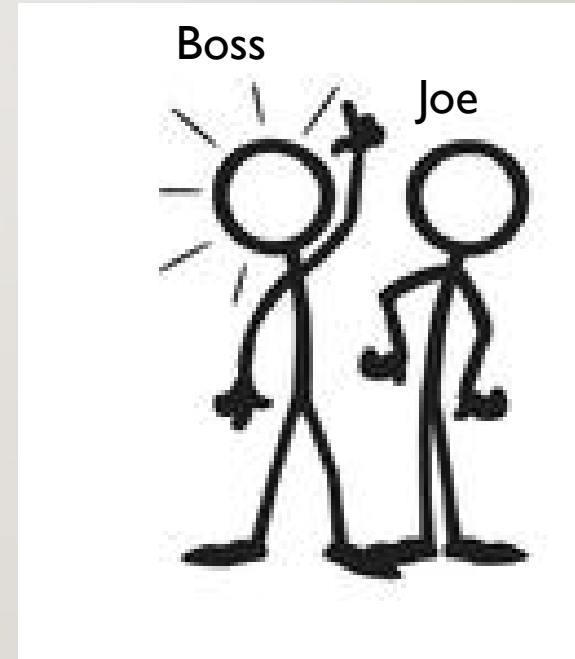


Hmm!



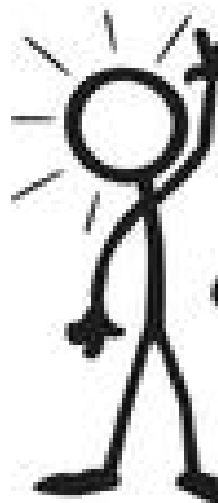
THEN THERE WAS AN IDEA...

- Joe! How about you watch the workers and I give you food to do it?
- Who's the boss, now?



THEN THERE WAS SUPERVISOR...

Boss



Great job Joe!

Supervisor Joe



Great job team!



So why does Joe make more than the workers?

THIS PROBLEM IS MORE DIFFICULT...

- The problem of workers not working is more difficult than the actual work.
- Why can't workers just work?
- How do you motivate a worker?
- How do you ensure each worker is doing his or her share of the work?

Supervisor Joe



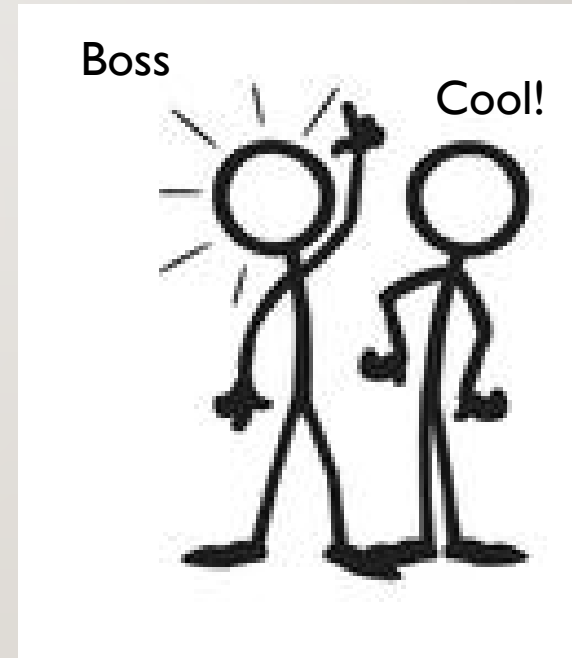
Hmm!



But back to the story of work...

THEN THERE WAS AN IDEA...

- Why just make food?
- I can expand and make other things.
- Who's the boss, now?



THEN THERE WAS EXPANSION...

Boss



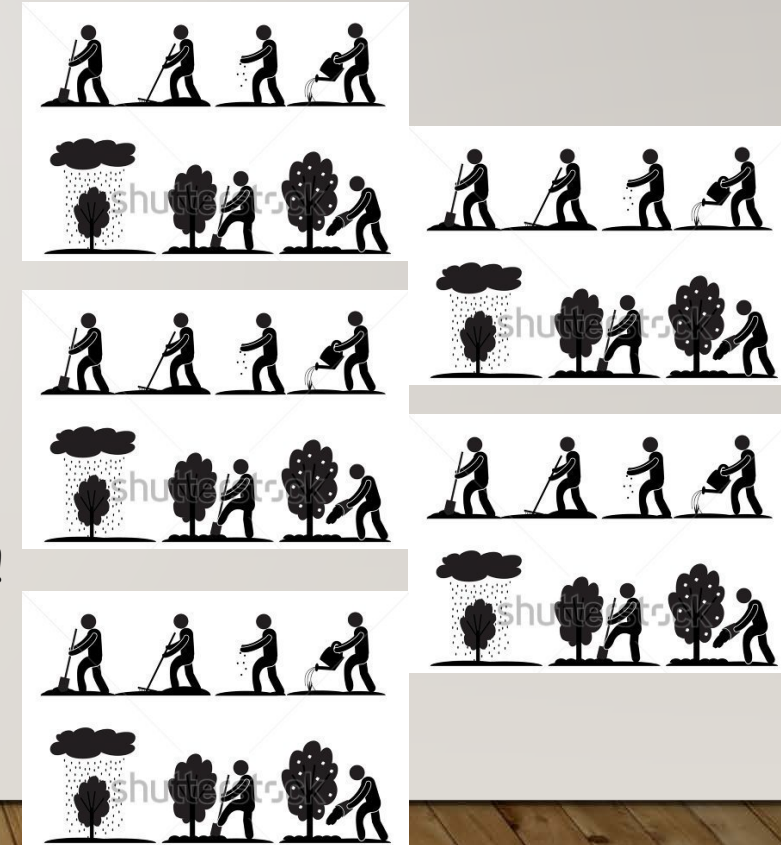
Great job team!



Supervisor Joe

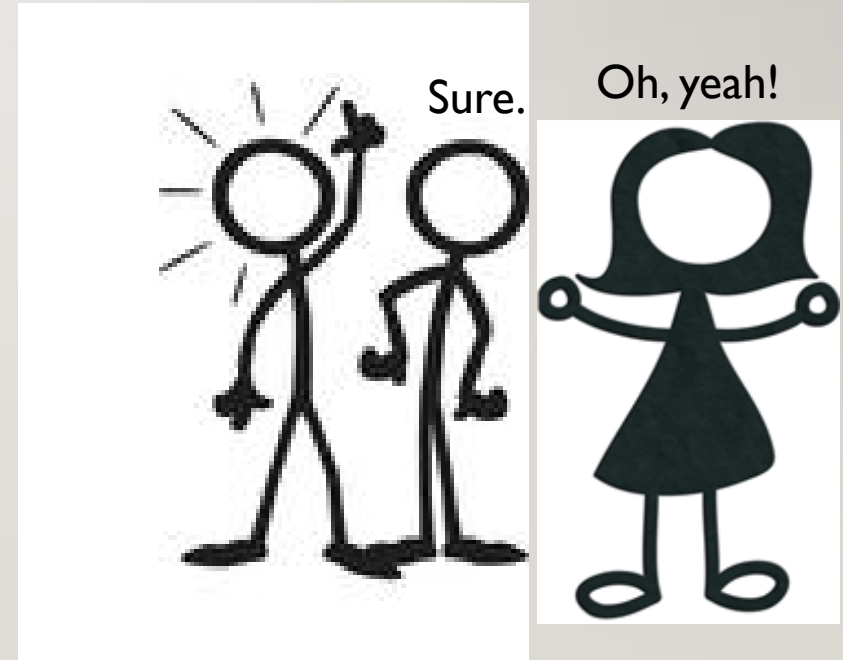


Great job team!



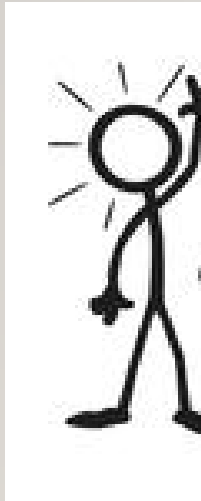
THEN THERE WAS AN IDEA...

- I need to think about what else we could do, but I am so busy working.
- Harry, will you supervise the mining?
- Sally, will you manage the operations?



THEN THERE WAS MANAGER...

Boss



Great job Sally!

Manager Sally



Great job team!

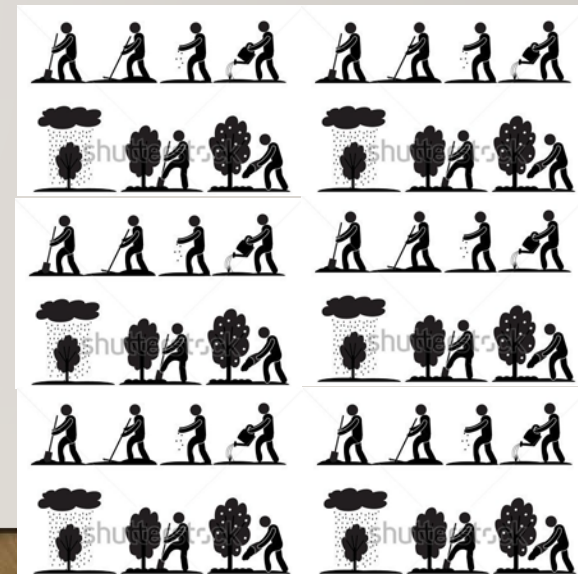
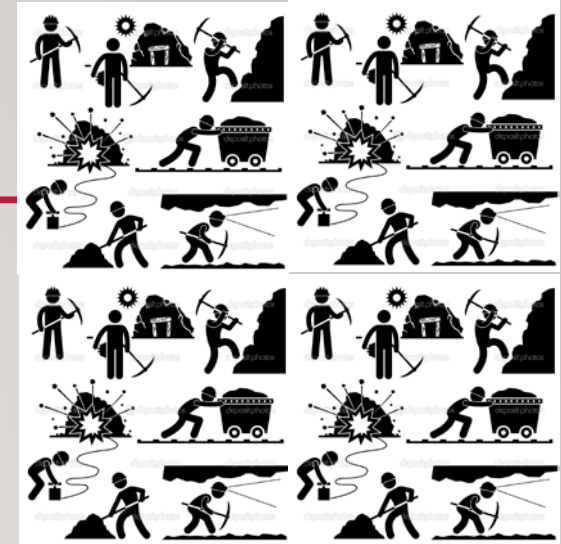
Supervisor Harry



Supervisor Joe



Workers




So why does Sally make more than the supervisors and workers?

Responsibility!

THEN THERE WAS REVELATION...

Boss



How do I
Get more food
with less work?

Become Chairman!

Who's the boss now?

Manager Sally



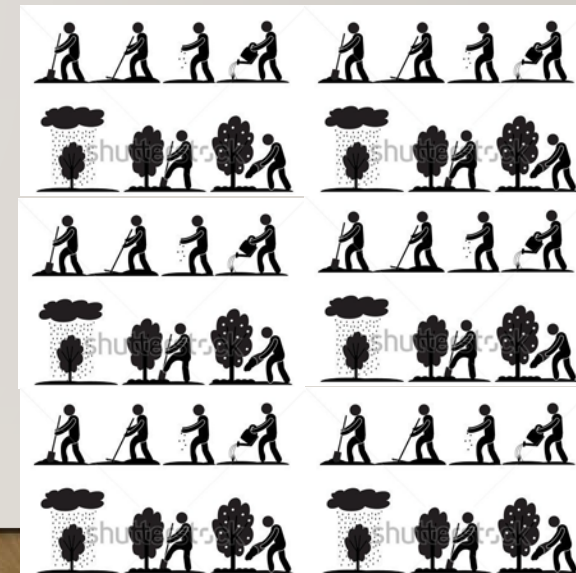
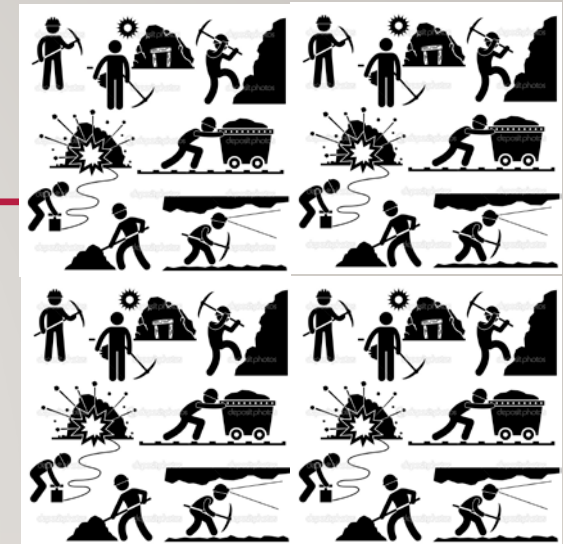
Supervisor Harry



Supervisor Joe



Workers



Back to the story of work...

THEN THERE WAS CHAIRMAN, BOARD, AND CEO...

Chairman (Old Boss)



Board

Great job
CEO!

CEO (New Boss)



Great job
team!

Manager Sally



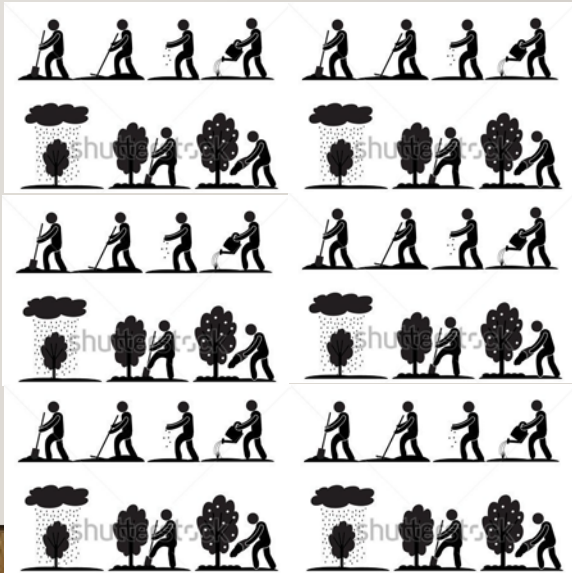
Supervisor Joe



Supervisor Harry



Workers



POLICY

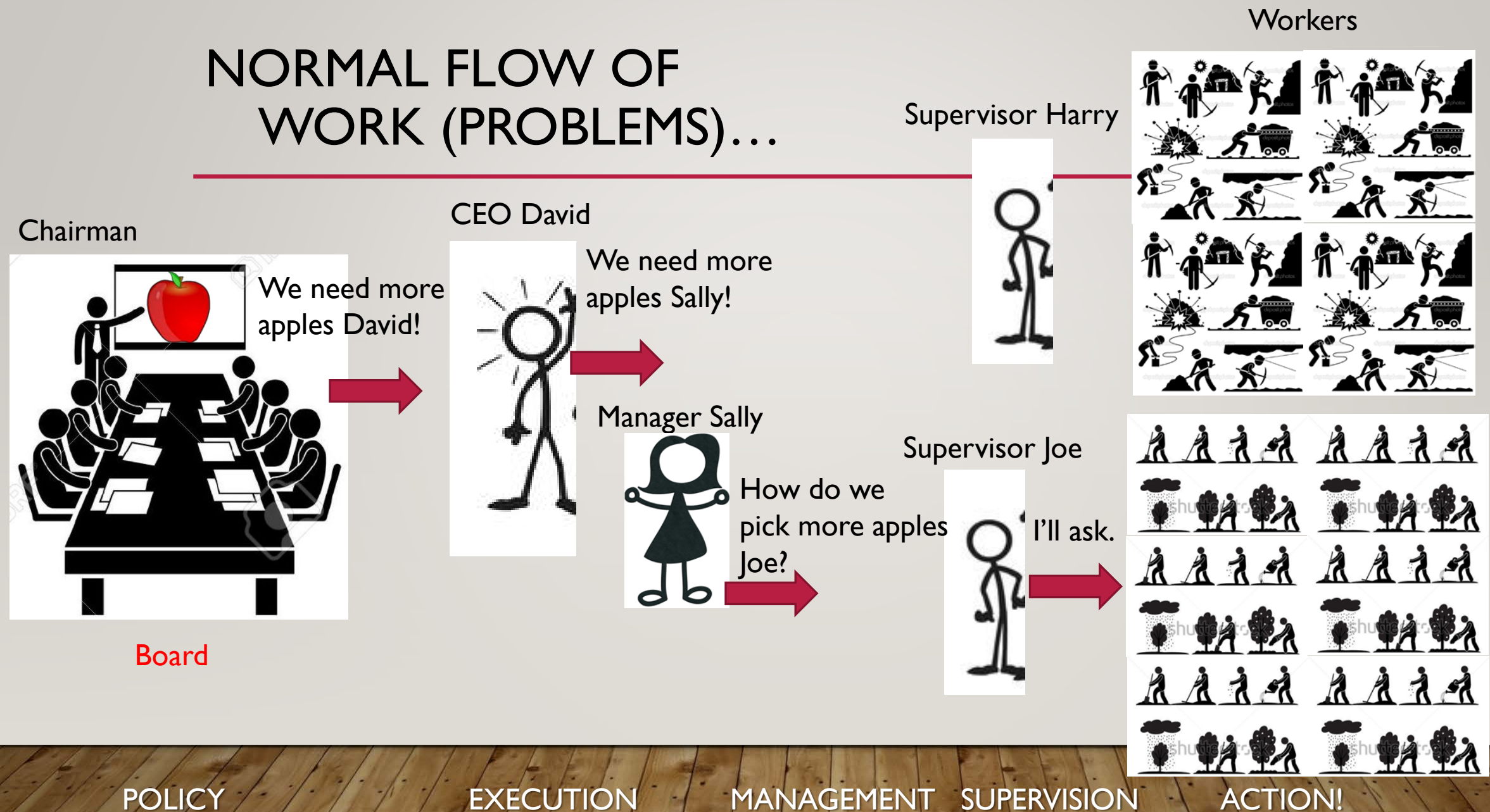
EXECUTION

MANAGEMENT

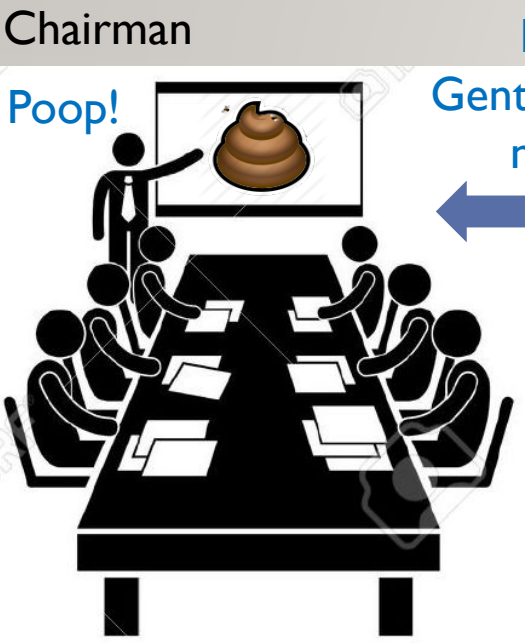
SUPERVISION

ACTION!

NORMAL FLOW OF WORK (PROBLEMS)...

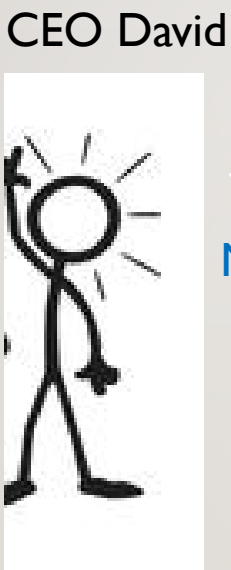


NORMAL FLOW OF SOLUTIONS (ALSO WORK)...



Board

Ladies and Gentlemen, we need more poop!



CEO David

More fertilizer!



Manager Sally

We need more fertilizer!

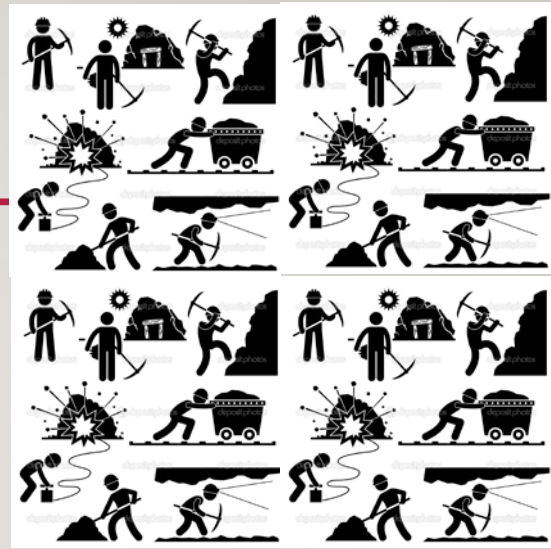


Supervisor Joe

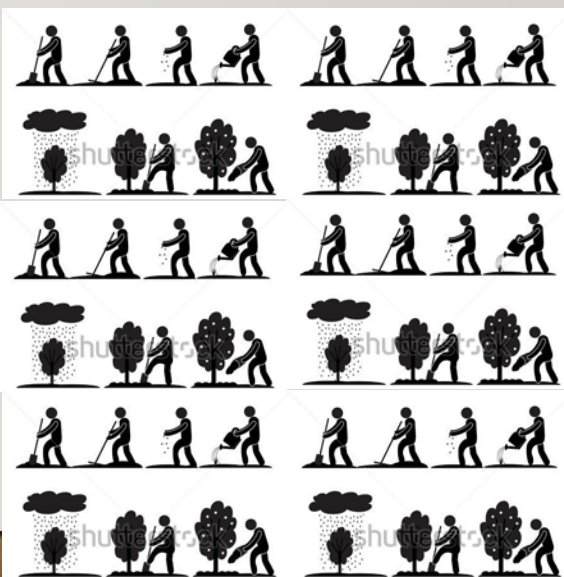
Fertilizer!



Supervisor Harry



Workers



POLICY

EXECUTION

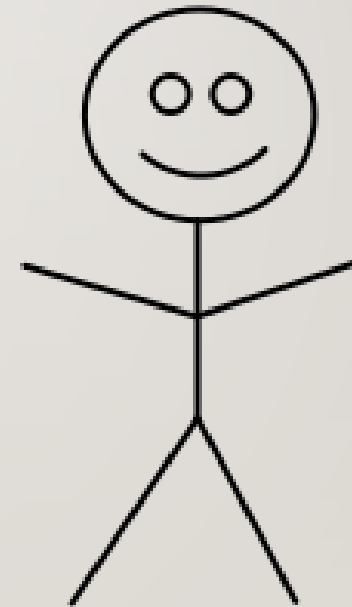
MANAGEMENT

SUPERVISION

ACTION!

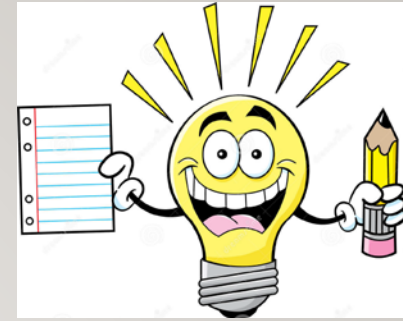
THAT'S THE STORY OF WORK!

Boss



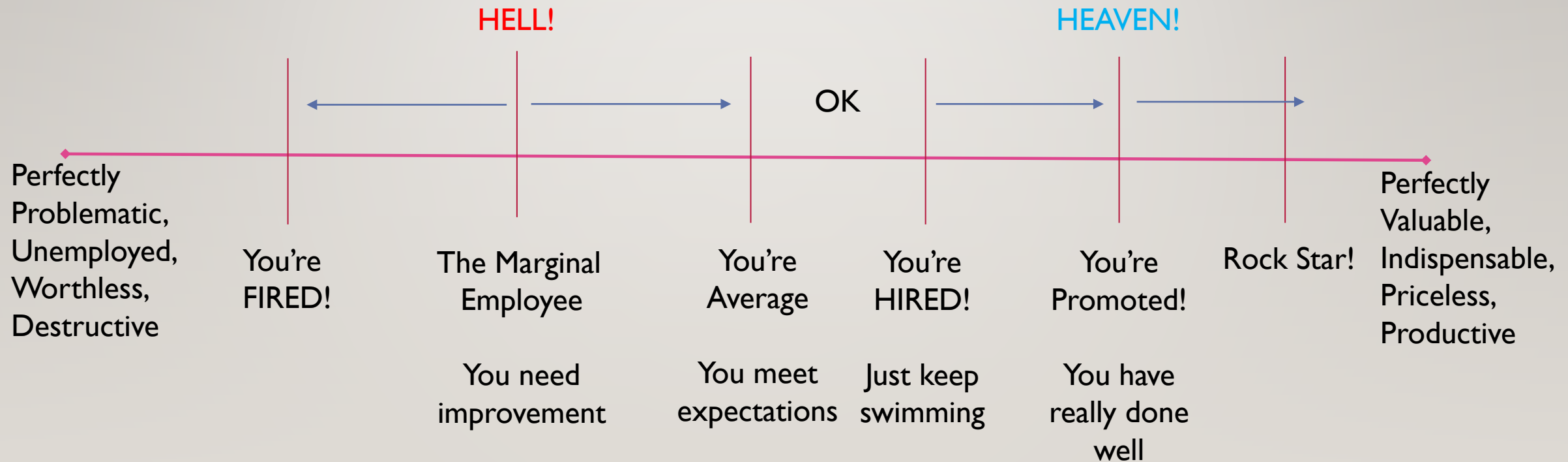
But wait! There's more...

WORKER VALUE ILLUMINATED...



- A worker is as valuable as s/he provides solutions (works).
- A worker is more valuable, the more solutions/work s/he provides.
- A worker is less valuable, the more problems (work) s/he causes.
- It is a gradient scale of value and a mix of solutions and problems.
- No worker is perfectly valuable.
- No worker is perfectly problematic.
- There are some lines a worker should not cross, though.

GRADIENT SCALE OF WORKER VALUE



But wait! There's more...

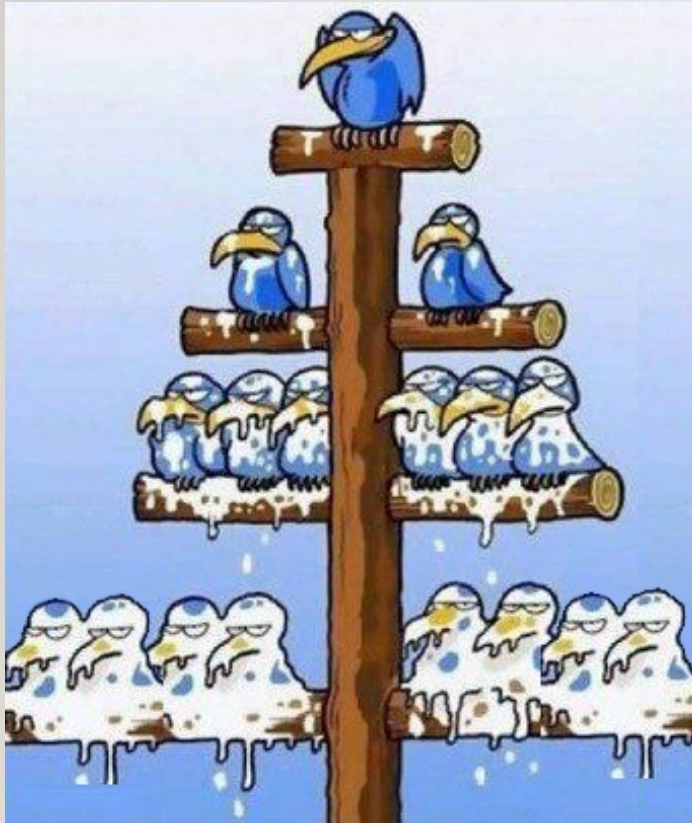
THE NATURE OF PROBLEMS AND SOLUTIONS...

Board

Executives

Managers/
Supervisors

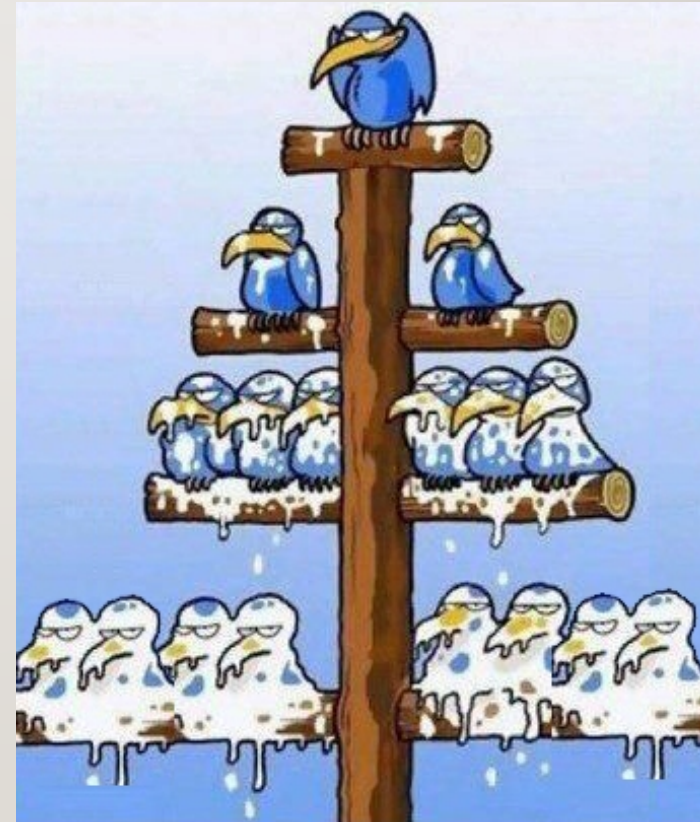
Workers



- Problems and Solutions (work) do not have to be like this.
- A problem (work) is just a difference of what is and what needs to be.
- A solution (work) is just an answer to (or effort towards) what needs to be.
- There are no perfect solutions (or problems).

IN CONCLUSION

- Don't look up!
- Don't look down!
- Don't look back!
- Look Forward!



Keep moving FORWARD!