

# *An orderly orchard*

## ***Nurtured & Pruned***

By Productive Gardeners

### **POWER DISTRIBUTION:**

?who? decides ?how?

**55 % Owner only**

**45% Shared with Employees**

Owner decides how to use  
**resources** (property, money,  
possessions)

Owner decides 7 rules + shiftlists

Employees **decide standards** for  
evaluation, used to set schedules

Employees read to decide

Employees decide to resolve conflicts

Employees teach & encourage, take  
the initiative and ASK when they need  
support.



### **EVALUATION:**

#### **Stern, direct feedback**

Negative feedback may not be mixed  
with positive feedback.

Feedback targets work, not personhood  
or “identity”

Our season is short & business is  
booming, negative feedback may be  
swift & even be offered in the midst of  
a shift

Feedback is a pruning sheer clipping out  
parts of your tree to promote alignment.

### **INSTRUCTION:**

**mostly written**

**not verbal. not visual**

**direct** often frank & repetitive, but  
not meant to offend

because our team is diverse we **share few  
common assumptions**

Written instructions unite us

