

# THE VALUE DETECTOR

## Manager Discussion Agenda

### RESOURCES

- The Value Detector: How to Use This Tool
- The Value Detector Worksheet
- The Value Detector Example: Value-Added Output Nouns

### AGENDA

1. Discuss the following:

a. The definition of Value-Added Output.

*Something you produce—a service, physical product, event, document, or other countable output—that is proven to influence Relevant Business Results.*

b. The Five Characteristics:

i. Countable

- It's countable, without the need of direct observation.

ii. Clarifies When It Counts

- Criteria are established, and agreed on, defining objectively when or whether the output has been accomplished.

iii. Defines Efficiency

- It can be accomplished frequently enough to show a trend.

iv. Provides a Challenge

- The Value-Added Output is challenging enough that the most competent workers successfully produce it markedly more often than less skilled workers.

v. Affects Relevant Business Results

- Improvement in production of the Value-Added Output can be shown to improve the linked business results.

2. Review the complete list of Value-Added Outputs.
  - a. Share your Value-Added Outputs Worksheet with your manager.
  - b. Focus on why you wrote each Value-Added Output.
3. Evaluate each proposed Value-Added Output.
  - a. Refer to the five characteristics.
  - b. If you're not ready to finalize on one or more Value-Added Outputs, schedule another meeting.
4. Choose to keep, modify, delete, or replace each presented Value-Added Output.
  - a. Enter the agreed upon Value-Added Output into *The My Value App*.
  - b. For your first few metric entries, consider verifying whether you met the criteria or not with your manager.