1. The principle of TOP TALENT
   - Use better and fewer people.
   - The bulk of productivity comes from a relatively small number of participants. Top 20% produce about 50% of output.
   - Smaller group means improved communication, fewer meetings and less reviews.

2. The principle of JOB MATCHING
   - Fit staff skills to the tasks to be performed (authoring, screen design, graphics, tests, etc.).
   - Be aware of the Peter Principle - In a hierarchy everyone tends to rise to their own level of incompetence.
     - Staff “advancing” into management positions don’t automatically achieve as well as they did at the lower level.

3. The principle of CAREER PROGRESSION (i)
   - An organisation does best in the long run by helping its staff to self actualise.

4. The principle of CAREER PROGRESSION (ii)
   - a) The inverse of the Peter Principle
     - People rise to an organisational position in which they become irreplaceable and get stuck there forever.
   - b) The Paul Principle
     - People rise to organisational positions in which their technical skills become obsolete within five years.
5 The principle of TEAM BALANCE

- Select staff who will complement and harmonise with each other.
  - ie, never confine a team to one specialist in of a specific skill, eg pilot, navigator, bomber.

6 The principle of PHASEOUT

- Keeping a misfit in a team benefits nobody.
- Check out
  - the first five principles
  - general motivation
  - training needs

Games team members play

- **“Alcoholic”**
  - destructive behaviour but rescued by the manager.

- **“Gotcha”**
  - Overreacts to others mistakes to divert from their own shortcomings. (The best means of defence is attack & jealous of others skills)

- **“See what you made me do”**
  - Interrupts criticism

- **“Harried”**
  - Unable to say no, takes on too many assignments and own work becomes inferior.

Games team members play

- **“Yes but”** strategy
  - lay low & rely on inertia and critical mass
  - exploit the teams lack of specialist knowledge

- **“Yes but” countermeasure**
  - ensure contract for change exists
  - seek out resistance and confront it
  - co-opt users early