

EOS WEBINAR MODULE 4

Process That Elevates Work

Core Processes Under a Hamiltonian Filter

Entrepreneurial Operating System (EOS) Core Processes
Documented · Followed · Capability-Building

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What You Will Leave With

How to use native Entrepreneurial Operating System (EOS) Core Processes under a Hamiltonian filter — without rewriting EOS

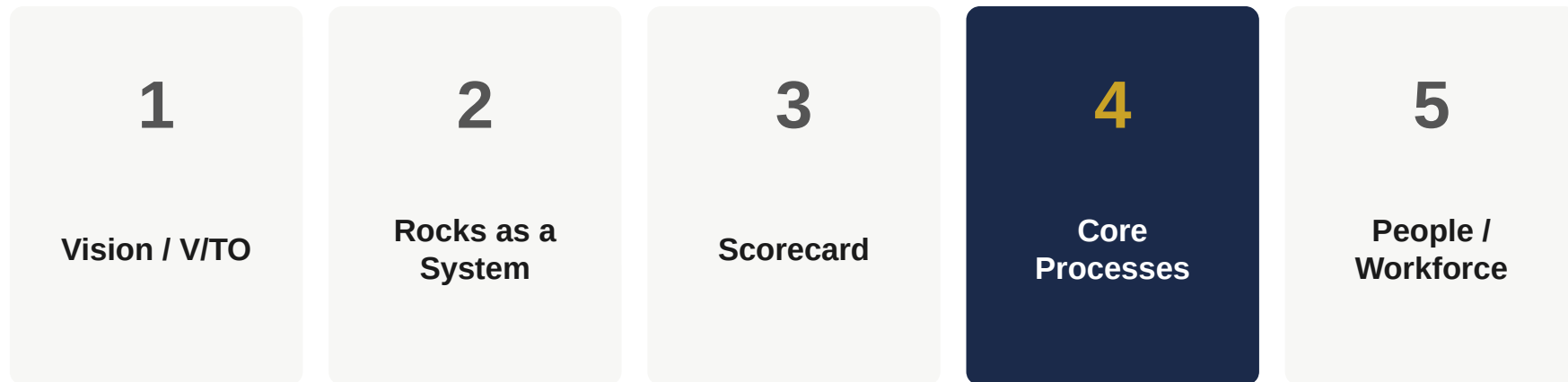
The Elevator logic: improvement that elevates work into higher-skill roles, not only cuts hours

The failure-mode rule: no critical process step designed to work only with permanent short-cycle temporary or visa labor

Soft hand-off to Scorecard metrics (Module 3) and seat design (Module 5)

Continuing the EOS Series Arc

Process is where capacity is either locked into the work or left dependent on rented labor.



Filter on native Entrepreneurial Operating System (EOS) tools — not a claim that EOS practice is the American System.

The Hamiltonian Filter on Process

We either design processes that build lasting capability or we design processes that depend on rented capacity.

- 01 Documented and followed**
Core processes are identified, written simply, and actually used — not posted once and ignored
- 02 Elevation, not only elimination**
Improvement aims to elevate work into higher-skill design, maintenance, or system roles
- 03 No permanent rented design**
Critical steps are not designed so they only work with permanent short-cycle temporary or visa labor
- 04 Level 10 uses process**
When something breaks, Level 10 (weekly leadership meeting) uses process clarity — not only “try harder” or “hire faster”

Current Reality

Core processes exist only in people's heads — or in binders nobody follows

“Improvements” that only cut hours or headcount without elevating skill

Critical steps that only work when short-cycle temporary or visa labor covers them

Level 10 (weekly leadership meeting) that skips process and jumps straight to hire or overtime

Diagnostic Questions

Prefer facts over aspirations. Yes / Partially / No is enough.

1. Are core processes identified, documented simply, and actually followed?
2. Does process improvement aim to elevate work into higher-skill roles — or only to cut hours?
3. Is any critical process step designed so it only works with permanent short-cycle temporary or visa labor?
4. When something breaks, does Level 10 use process clarity in Identify/Discuss/Solve (IDS) — or only “hire faster”?
5. Does at least one process fix point at a capacity metric (Module 3) or a seat family (Module 5)?

Two Competing Process Models

CUT / RENT PROCESS

“Remove hours and keep flexible labor on the critical steps.”

Optimization targets cost and speed. Critical steps stay dependent on permanent short-cycle temporary or visa labor. Knowledge never compounds.

ELEVATE PROCESS

“Redesign steps so work moves into higher-skill American roles and knowledge stays.”

Documented, followed, elevated. Short-cycle temporary or visa labor is bridge only — never permanent design for critical steps.

The Elevator Logic — Elevation vs. Cheaper Operators

When buildings no longer needed a dedicated elevator operator, value moved into design, controls, and upkeep — not into “cheaper operators forever.”

Apply the same logic to Core Processes

Process improvement that only removes hours still thinks like cheaper operators. Process improvement that elevates work redesigns the step so higher-skill American roles design, maintain, and improve the system — and institutional knowledge compounds instead of resetting every rotation.

Short-cycle temporary or visa labor on a critical step is labeled bridge — never permanent process design.

Failure Mode — Process That Rents Weakness

REQUIRED STANDARD

No core process is designed so that critical steps only work with permanent short-cycle temporary or visa labor coverage. Where that labor appears, it is labeled bridge — not permanent design.

A process that only runs on rented capacity never builds lasting productive strength.

Undocumented steps hide dependence until a rotation ends and knowledge is gone.

Document one process; elevate one step; time-box or remove permanent short-cycle temporary or visa labor design on critical steps.

Level 10 Uses Process — Not Only Hire Faster

Level 10 is the weekly leadership meeting. Identify/Discuss/Solve (IDS) should reach process before defaulting to headcount.

01 Documented process in play

When delivery breaks, pull the one-page process — not only tribal memory

02 IDS the step

Identify which step failed; discuss elevation vs. pure cut; solve with a design change when possible

03 Bridge vs permanent

If short-cycle temporary or visa labor is involved, label it bridge and set an exit or redesign path

04 Hand-off language

Process fixes name a metric direction (Module 3) and a seat family (Module 5)

Three Highest-Leverage Moves

1

Document one core process

One page, followable in live work. Identify steps that touch critical delivery or knowledge.

2

Elevate one step

Redesign so work moves into higher-skill design, maintenance, or improvement — not only fewer hours.

3

Label bridge vs permanent

Flag any critical step that only works as permanent short-cycle temporary or visa labor design. Time-box or remove that assumption.

From Process Into the System

**Vision/Traction Organizer (V/TO) → Rocks → Scorecard
→ Core Processes → People**

Process that elevates work makes People and Scorecard measure real strength.

Operating in the United States is not workforce-neutral.

Seat design either builds lasting productive capacity or rents weakness.

Next: free companion (diagnostic + 90-day outline) · Module 5 People · paid 90-Day Sprint for deeper execution support.

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