

EOS WEBINAR MODULE 5

Workforce as Productive Capacity People Under a Hamiltonian Filter

Entrepreneurial Operating System (EOS) People Component
Seats, Pipelines & Productive Strength

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What You Will Leave With

Clarity on using the Entrepreneurial Operating System (EOS) People component under a Hamiltonian filter — without rewriting EOS

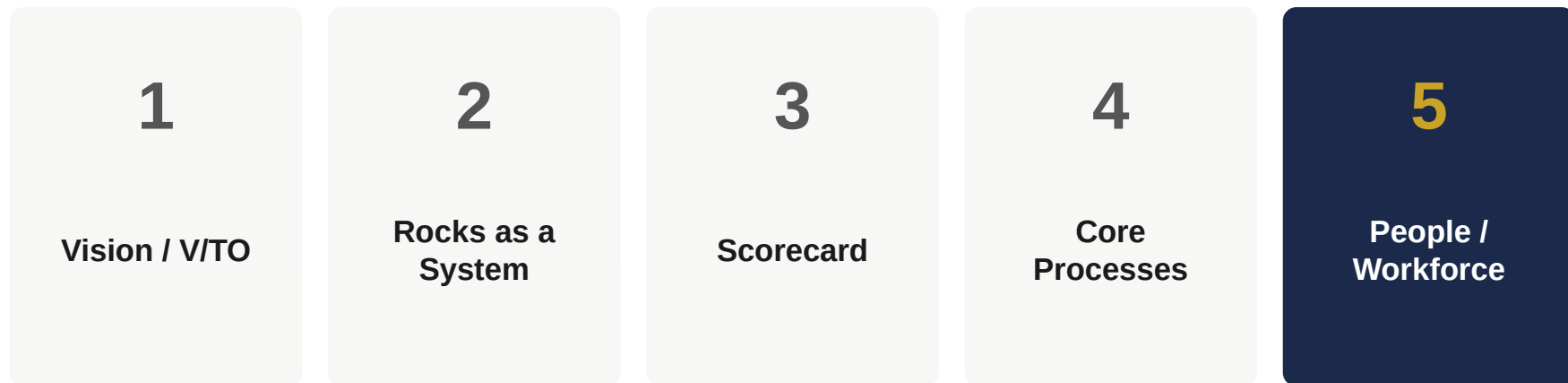
The required design choice: name at least one critical seat family that will not be designed as permanent short-cycle temporary or visa labor

How Gets it / Wants it / Capacity to do it (GWC) plus one American System question changes seat design without changing the People Analyzer

Locked capacity metrics that belong on the Scorecard, and a live sovereign-workforce example

Completing the EOS Series Arc

By this point the full arc is clear: Vision through People under one capacity filter.



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

The Hamiltonian Filter on People

Workforce design is one of the primary ways an organization builds or erodes long-term productive capacity.

- 01 Sovereign Productive Base**
Critical seats controlled and staffed for lasting capability inside the United States
- 02 Merit & Capability**
Develop real skill among people with long-term stake — not only fill rate
- 03 Directed Improvement**
Treat development of American talent as investment in productive capacity
- 04 People, Process, Place**
Seat design, process, and location decisions reinforce one another

Current Reality

Difficulty developing and retaining skilled trades and technical talent among American workers

Growing dependence on short-cycle temporary or visa labor for core seats

Loss of institutional knowledge every time a short-cycle rotation ends

Innovation and continuous-improvement capacity that never compounds

Diagnostic Questions

Every leadership team should be able to answer these:

1. Which seat families are truly critical to productive capacity over the next 3–5 years?
2. What share of those seats is held by long-term American workers versus short-cycle temporary or visa labor?
3. Do we have deliberate pipelines that produce American talent for those seats?
4. Are we measuring success by capability growth and knowledge retention — or primarily by time-to-fill and labor cost?
5. Have we named at least one critical seat family that will not be designed as permanent short-cycle temporary or visa labor?

Two Competing Models

SHORT-CYCLE LABOR MODEL

“How do we keep the seats filled at the lowest possible cost?”

Optimizes for speed-to-fill, cost-per-hire, and maximum labor flexibility — often via permanent short-cycle temporary or visa labor on critical seats.

SOVEREIGN CAPABILITY MODEL

“How do we build a workforce that gets better every year and makes the operation harder to copy?”

Optimizes for compounding capability, knowledge retention, and high-skill American talent in critical seats.

GWC + One American System Question

Gets it, Wants it, Capacity to do it (GWC) is the native People Analyzer. The filter is one additional question after GWC — analyzer unchanged.

Gets it

Understands the seat, the process, and the standards

Wants it

Genuinely wants the responsibility and the work

Capacity to do it

Has the capacity to perform at the required level

American System question

Does this seat design reduce dependence on short-cycle temporary or visa labor and build institutional knowledge that stays?

Sovereign Workforce in Action

Department of Transportation · Freedom Haulers

Rather than treating commercial driver's license (CDL) roles as a permanent temporary-labor problem, the department is actively removing non-sovereign drivers and expanding pathways for American veterans who already hold the relevant experience through programs such as Freedom Haulers.

This approach strengthens the domestic workforce and contributes to a more secure supply chain. It is what a sovereign workforce strategy looks like in practice: identify the critical capability, stop defaulting to short-cycle temporary or visa labor, and deliberately build an American pipeline that compounds skill and reliability over time.

Elevator logic: when elevators no longer needed a dedicated operator, value moved into design, controls, and upkeep — elevate work into higher-skill American roles, do not only eliminate hours.

Locked Capacity Metrics

For a named critical seat family, put these on the live Scorecard — operator owners, not spectators.

1

Pipeline health for a named critical seat family

2

Retention of institutional knowledge in critical seats

3

Share of critical seats held by long-term American workers

Green cost/fill is not success when any of these is red or missing.

Required Design Choice + Highest-Leverage Moves

REQUIRED OUTPUT

Name at least one critical seat family that will not be designed as a permanent short-cycle temporary or visa labor seat. Treat any remaining permanent design as a capacity risk, not a neutral staffing choice.

- 1 Identify the two or three seat families most critical to long-term productive capacity and measure short-cycle temporary or visa labor dependence.
- 2 Design one concrete pipeline action that begins reducing that dependence within 12 months.
- 3 Align People design with the full EOS arc: Vision/Traction Organizer (V/TO) → Rocks → Scorecard → Core Processes → People.

Series Complete

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

Each tool points in the same direction — building sovereign American productive capability.

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) · paid 90-Day Sovereign Capacity Sprint for deeper execution support.

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