## Know Your Users Principle 1 (Development)





#### PRINCIPLES (universally useful ways of operating any organisation can adopt)

CATEGORY	COMMUNICATION	DEVELOPMENT	OPERATIONS	LEARNING	LEADING	STRUCTURE
PHASE I	Use a common language	1. Know your users	Think small (as in know the details)	Use a systematic mechanism of learning (bias towards data)		
	Challenge assumptions	Focus on user needs				
TAKE CONTROL	Understand what is being considered (situational awareness)	Remove bias and duplication				
		Use appropriate methods				
	Be transparent (Bias towards open)	Focus on the outcome not a contract	Manage inertia	Bias towards action (learn by playing the game)	Move fast	Think small (as in teams)
PHASE II  GET FIT		Think fast, inexpensive, restrained and elegant (FIRE)	Manage failure		Strategy is iterative not linear	Distribute power and decision making
		Use appropriate tools	Effectiveness over efficiency			
GLIIII		Be pragmatic				Think aptitude and attitude
		Use standards where appropriate				
DHACEIII			Optimise flow (remove bottlenecks)	Bias towards the new (be curious, take appropriate risks)	Commit to the direction, be adaptive along the path Be the owner	Provide purpose, mastery & autonomy
PHASE III  BETTER			Do better with less		Think big, inspire others	Seek the best
WITH LESS		Set exceptional standards (great is just not good enough)		Embrace uncertainty		
			(great is just not good enough)		Be humble (listen, be selfless, have fortitude)	
PHASE IV				Listen to your ecosystems (future sensing engine)	Exploit the landscape	There is no one culture
REAL-TIME STRATEGY					There is no core (everything is transient)	Design for constant evolution

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### Most organisations know who their <u>customers</u> are

But success requires knowing who your <u>users</u> are as well.

**SHAREHOLDERS** 

**EMPLOYEES** 

REGULATORS

**NON-BUYERS** 

COMMUNITIES

RIVALS etc.



#### Why do you need to know your users?

- Shareholders can change direction
- Employees can leave to rival firms
- Regulators can change rules of the game
- Non-buyers can influence buyers
- Communities can suddenly exercise power
- Rivals can copy your offerings.

# Start by defining your purpose to work out who you need onside

- 1. Who are you?
- 2. What do you do?
- 3. Why do you do this?
- 4. Who do you do this for?
- 5. What do these users want?
- 6. What's in it for them?



