

1% IMPROVEMENT PROCESS

We believe that the momentum and magnitude of our progress can be improved by improving 100 things by 1%, instead of just 1 thing by 100%.

Each improvement is added onto our global tracker to be reviewed and progressed. The suggester earns points for improvements that they suggest, based on their impact.

Anyone in our company can suggest a 1% Improvement for any area of the business. Here's how the process works:

1. Submit your improvement idea through the tile on Polaris or speak to your direct report.



2. Stuart Rolfe or an SLT member will arrange a Tea, Biscuits & Conversation (TBC) check-in, to discuss your idea in more detail and assign someone to implement it.



3. Following the check-in you'll receive an email with a link to track the progress of your improvement.



4. The individual assigned to implement your idea will provide an initial update as to how they plan to progress this via the tracker.



5. We'll share monthly updates on the progress of all ideas and the league table of Genius'.



6. Once your idea is complete, it will be marked as complete on the tracker.



7. You'll be awarded points for improvements you suggest or implement.

VIEW GENIUS LEVELS





GENIUS-LEVELS

Improvements are valued by impact, which determine the Points awarded for that improvement:

5pts

High Impact

Company-wide impact, saving money, time & improving performance

3pts

Medium Impact

Impact at a team level, saving money or time.

1pt

Low Impact

Impact at an individual/local level, saving money or time.



Albert Einstein

Albert Einstein developed the special and general theories of relativity and won the Nobel Prize for Physics in 1921 for his explanation of the photoelectric effect. He is considered one of the most influential scientists of the 20th century.

20pts



Marie Curie

When her local university didn't allow women to enrol, Marie Curie and her sister's set up their own 'Flying University'. Her dedication to education allowed her to be the first to discover radium, polonium and treatments for cancer.

15pts



Isaac Newton

Newton is best known for laying the foundation for modern physical optics, being the original discoverer of calculus and his three laws of motion which created the law of universal gravitation.

11pts



Nikola Tesla

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7pts



Rosalind Franklin

She discovered the density of DNA and established that it existed in a helical conformation. Her work laid the foundation for Crick, Watson and Wilkin's discovery of DNA's double-helix structure. They won a Nobel prize for this, but no one mentioned Rosalind Franklin — arguably the greatest snub of the 20th century.

3pts