MANAGEMENT HACK TEMPLATE

1 TITLE:

Give your hack a short title—preferably one that reflects the essence of the innovation you're advocating.

2 SUMMARY:

Describe your hack in 50 words or less, emphasizing the key feature(s) that make it new or distinctive.

3 PROBLEM:

What specific problem(s) is your hack designed to overcome? Why do you believe this is an important problem to address?

4 SOLUTION:

What are the core components of your solution and how are they interrelated? (Provide as much detail as possible). What, exactly, are you proposing needs to change in traditional HR practices or processes?

5 PRACTICAL IMPACT:

Try to describe how your hack might work in practice—how would it change attitudes, actions and outcomes? (Paint us a picture). In other words, how would it actually address the problem you described above?

6 CHALLENGES:

What practical problems would organizations face in implementing this hack? What suggestions do you have (if any) for how they might overcome these challenges?

7 FIRST STEPS:

If an organization wanted to test your hack, what would it need to do first? How might it run a quick and simple experiment or develop a prototype that…

a. Can be started in 30 days and yield initial results in 90 days?
b. Relies on volunteers rather than conscripts?
c. Doesn't require multiple levels of approvals?
d. Is feasible within existing budget constraints?