

## J. Michael Locke

### Musings

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#### #190: Musing September 3, 2022

I am not a big fan of committees. IMO there should be a single individual who is held personally responsible for most things. Steve Jobs was adamant about this. Quick excerpt from HBR article on lessons from Jobs: ***“Always assign responsibility for everything. At Apple, everyone knows who’s responsible for what. This approach even has an acronym — the “DRI” (directly responsible individual). When a DRI’s project appears on the Monday meeting agenda, so does his or her name. DRI names also appear next to action items on the action lists that result from meetings.”***

I am also not a big fan of meetings. They tend to proliferate in number and attendees. Some companies going to “standing” meetings to make them more efficient. Musk just wants to get rid of them. You have to run them tightly and not let them take up too much time. [in-just-4-sentences-elon-musk-gave-tesla-employees-a-masterclass-on-how-to-run-efficient-meetings.html](#) (thanks Jack York).

Heard a good phrase from Collegis’ CEO Jamie Cowie – focus on the “customers’ customer” and in that way, you make your clients successful.

The negative impacts of our lockdown approach to Covid are now starting to become more apparent. This week it was the tremendous loss in our childrens’ proficiency in english and math. *“This year, for the first time since the National Assessment of Educational Progress tests began tracking student achievement in the 1970s, 9-year-olds lost ground in math, and scores in reading fell by the largest margin in more than 30 years.”* [national-test-scores-math-reading-pandemic](#) Particularly sad is that those most impacted were public school children as most private schools got back in person far quicker. The negative health outcomes are also starting to come in with undiagnosed cancers presenting in a more advanced state with corresponding negative outcomes. I hope we all learn from some of the bad policy decisions.

A good managerial tool — if you are going to “inspect” a branch, retail store or department, arrive early. It is easy for a team to “dress up and put on a show” which might not reflect true state of affairs. By arriving early and engaging in unscripted interaction, you get a real feel.

From WSJ: *“Over 80% of people in the US read their texts within 15 minutes of receiving them.”* Guess I need to start moving from email to text.

Watch the cost of hearing aids tumble. Historically you had to have a prescription which limited

suppliers and hiked prices (can be over \$5,000). The FDA recently changed rules to allow over the counter hearing aids (for moderate loss). [fda on hearing aids](#). This is especially welcome as there is growing evidence of connection between hearing loss and mental decline (ex. Dementia) as you age. [hearing-loss-and-the-dementia-connection](#) We need to eliminate the societal stigma and get more hearing aids on people (yours truly included.)

Really impressive on and off court performance by Ajla Tomljanovic.

Happy Labor Day!

Jml