

## Discoveries at CCCC that have changed People's Worlds

*Discoveries that have evolved, over a decade at CCCC, have created ways to achieve things, never before thought possible (and still viewed as impossible by many – i.e. those on the outside looking in). All of these ideas have been crafted by CCCC to fit a holistic picture for running a human endeavor successfully. Some of these ideas came from the original thought of others as noted in the table.*

Discovery Name	What it achieves	What it is about	The Originator
Accountability	Sets up the right parameters for individual accountability	Changing the paradigm for setting goals for individual performance	Caswell
Attachment	Predicts in advance if a personal union will work out or not	Understanding why some people have repeating relationship failures	Hanes
Career Coaching	Allows anyone to find the right dream job – with a 90%+ record of success	Combining the ideas of Chaos and PAVF to make the job search effective and rewarding	Holdane
Chaos	Provides 150:1 improvement in job hunting Resolves problem 100% of the time, each with long-lasting, elegant solutions	Realizing that a disorderly order that works better than any other system, i.e. it works 100% of the time; it must, by design, do so.	Gleick
Evolution Pyramid	Predicts how companies will succeed or fail	Predicting how companies will succeed or fail	Adizes
Job Performance Measurement	Improves individual performance	Clearly setting the goal for an individual's achievements on the job over the short and the long term	Buckingham and Coffman
Leadership	Offers clarity about leadership and managing that lead to continuous improvement	Establishing rules of responsibility for managers and employees	Jaques
OAK	Predicts whether a job will get done or will not get done Puts the pieces in place to ensure the job will get done	Discovering the components needed for any job to get done properly and completely	Adizes

<b>Discovery Name</b>	<b>What it achieves</b>	<b>What it is about</b>	<b>The Originator</b>
PAVF	<p>Leads to tolerance for others  Fits a person to the right job</p> <ul style="list-style-type: none"> <li>• Better productivity</li> <li>• Happier person</li> <li>• Almost zero staff turnover</li> </ul> <p>Allows hiring the right person 90% of the time instead of 53%* of the time  Finds true sales persons and predicts how high their sales will be  Provides balance at the level of corporate 'Excellence'  Explains Attention Deficit Disorder  Finds true leaders, young or old, who will achieve success</p>	<p>Realizing that each person is different and that such differences are first qualified by assigning people any of 4 categorizations.</p>	Hippocrates
Profitability continuity	<p>Leads to consistent 5% profits  Explains where profits come from  Lays out steps on how profits (really) can be improved</p>	<p>Understanding that profits are a result of doing things right; profits, in and of themselves, are not controllable</p>	Caswell
Team of Two	<p>Simplifies management concepts  Offers clear lines of authority</p>	<p>Having guidelines for the relationship between a manager and an employee</p>	Caswell
Two Brains	<p>Leads to cessation of useless conflicts – small (personal) and large (wars)</p>	<p>Achieving a balance between emotions and logic</p>	Kanheman

\*National statistical hiring says that 47% of all new hires are looking for a new job within 12 to 18 months.

WEC