3630 The Internal Network

People Fieldbook · https://kb.jeffreysummers.com/docs/3630-the-internal-network-2/

The Demand

This week, you find out what your cast can do beyond their job title. If you keep processing them only as labor units filling a role, you are leaving a multi-disciplinary resource on the table that cost nothing extra to build, because it was already available at the point of hire.

The Work

Build your internal-network map this week.

1. Talk to at least five cast members this week about what they studied, what they did before this job, and what skills or interests they have outside their current role.
2. Write down what you learn against each name: design skill, financial background, prior hospitality management, or any other transferable capability.
3. Identify one place in your operation right now where one of those skills could be used, with the cast member's agreement and appropriate recognition or compensation.
4. Treat this as seeing the whole person, not extracting free labor. If the use of the skill benefits only the operation and not the person, do not proceed without addressing that imbalance.

This week, build a written list of what your current cast can do beyond their job description and act on one match you find.