3715 The Replication Problem

People Fieldbook · https://kb.jeffreysummers.com/docs/3715-the-replication-problem-2/

The Demand

Before Unit 2 opens, or this week if it is already open, you confront which parts of Unit 1's success were system and which parts were you personally — because the operator who skips this confrontation builds Unit 2 as a clone and discovers months in that what made Unit 1 work was never named or systematized.

The Work

1. List every element of Unit 1's success: the standards, the training, the recovery habits, the relationships with vendors, the pre-shift rituals.
2. For each item on the list, mark it system (documented, taught, run by someone other than you) or operator (something you personally do, notice, or decide that no one else has been trained to do).
3. For every item marked operator, write the plan this week to convert it into a taught, documented system — who will be trained on it, by when, and how it will be verified as running without you.
4. Before treating Unit 2 as ready, confirm that the items marked operator have been rebuilt as system and handed to Unit 2's leader — not assumed to transfer on their own.

By Friday, name the single biggest item on your list still marked operator, and start the work of converting it to system this week.