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| **Project Manager**  *“I make sure we get things done  when we say we will”* | **Project Manager**  *“I make sure we get things done  when we say we will”* |
| **Sales/Consulting Associate**  *“You make it, I sell it!”* | **Payroll Associate**  *“I make sure everyone gets paid for their hard work!”* |
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| **Goal:** Help get value delivered by working with teams to coordinate work  **Concern:** If everyone is doing what they want now that we don’t have managers, how will I get my projects complete? | **Goal:** Help get value delivered by working with teams to coordinate work  **Concern:** If everyone is doing what they want now that we don’t have managers, how will I get my projects complete? |
| **Goal:** Ensure that everyone gets paid and that salary/bonus information is well understood by all employees  **Concern:** By going flat how do we handle promotions, pay scales, and merit rewards? | **Goal:** Ensure I have the right product at the right time for the right client so I can close a sale  **Concern:** How will the work for my clients get completed without someone making a priority decision? |
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