



RESOURCE GUIDE

Field Team Health

10 PRACTICES

A guide to building stronger field operations.



Implementation Roadmap and Summary

This guide covers ten practices that shape how a field team performs. Each one covers what the practice is, what it looks like when it is working, where it commonly breaks down, and **what it takes to adopt**, so you can hold your own operation up against the picture and decide what deserves attention. It is a reference point rather than a scorecard, and you are the one judging where your team stands. The groupings and week ranges below are a planning reference rather than a schedule. We do not guarantee the timing; your project load and staffing will set the real pace, and you should take these on in whatever order fits your team.

READING THE PAYOFF LABEL

IMMEDIATE

Can be in place within days or a couple of weeks, largely through decisions you already control. The return shows up quickly.

BUILDING

Takes a few weeks of setup and consistent process discipline. The return grows as the practice becomes habit.

COMPOUNDING

Calls for real investment in training, structure, or budget. The return takes longer to arrive and keeps growing well after rollout.

Immediate shifts		SUGGESTED WINDOW · WEEK 1
01. Safety Culture	Consistent, weekly reinforcement of safe field practices so the standard becomes self-policing.	IMMEDIATE
02. Scope Calibration	Collecting the right amount of data, matched to what designers actually need downstream.	IMMEDIATE
03. Role Rotation	Rotating fielders between the two primary field roles so performance stays visible and skills stay broad.	IMMEDIATE
Management and measurement		SUGGESTED WINDOW · WEEKS 2-4
04. Manager Presence: The Player-Coach Model	Field-level managers working alongside the crew rather than directing from a distance.	IMMEDIATE
05. Performance Metrics and Dashboards	Tracking throughput, quality, and pace together rather than in isolation.	BUILDING
Feedback infrastructure		SUGGESTED WINDOW · WEEKS 4-8
06. Real-Time Feedback Loops	Prompt, non-confrontational correction when a designer catches a missed item.	BUILDING
Training and coaching cadence		SUGGESTED WINDOW · WEEKS 6-13
07. The Hybrid Role	Fielders understanding what designers do with their data, and collecting with that in mind.	COMPOUNDING
08. Coaching and Underperformance Management	A structured evaluation cadence and clear thresholds for meeting the team bar.	COMPOUNDING
Long-term alignment		SUGGESTED WINDOW · WEEKS 10-13
09. Hiring Profile	Screening for physical capability, curiosity about the work, and cultural alignment.	BUILDING
10. Reward Structure	Layered rewards tied to measurable quality indicators, not just volume.	COMPOUNDING

Safety Culture

PAYOFF	SUGGESTED TIMING
IMMEDIATE	Week 1

WHAT IT IS

Consistent, weekly reinforcement of safety practices rather than a one-time training or an annual refresher. Safety is addressed every week, in every team conversation, and safety issues are corrected on the spot rather than deferred. The goal is safety. What sustains it is a culture where newer fielders can catch unsafe conditions and practices themselves, because the standard has been modeled consistently.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- Every weekly team meeting opens with a safety item tied to work the crew is actually running that week, such as a busy state route, a substation yard, or a backyard easement with limited access. The topic is never skipped and never batched into a quarterly session.
- Before a crew goes to an unfamiliar site, the specific conditions get named: open secondary within reach of a stick, traffic control needs, dog and livestock exposure, terrain and footing, and where the truck can park without creating a hazard.
- Personal protective equipment expectations are set as a company standard that applies across the board rather than left to assumption, and the field manager holds themselves to that same standard in full view of the crew.
- Even minor safety corrections happen in real time or same day. They are not held for a scheduled review.
- Near-misses are reported immediately and shared with the whole team, so one crew's close call becomes everyone's awareness.
- New fielders shadow an experienced fielder during their first days specifically to watch how hazards get called out and handled, not only to learn the collection process and workflow.

WHERE IT COMMONLY BREAKS DOWN

- Safety appears as an annual refresher or a one-time onboarding module, and a regular tailboard is the first thing cut when the schedule tightens.
- Hazards get discussed in general terms rather than tied to the sites the crew is actually working.
- Corrections wait for a scheduled review, so the fielder hears about a behavior days or weeks after it happened.

WHY IT MATTERS

Right away: Prevents accidents, reduces near-misses, and builds fielder confidence working around utility infrastructure. **Over time:** Safety culture is a floor rather than a differentiator, and a team that lacks it is one incident away from a crisis. Consistent reinforcement also builds fielder judgment about scope and site conditions, which transfers directly into better collection decisions.

WHAT IT TAKES TO ADOPT

Weekly reinforcement can start with no infrastructure and no budget. It is a meeting decision and a manager habit. The cultural payoff compounds over months. For teams onboarding people new to utility infrastructure, the lift is larger, and a dedicated safety module inside training becomes essential rather than nice to have.

How Katapult Engineering can help

- **Field Bootcamp** weaves safety awareness through the field training content, which matters most for new-to-industry hires.
- **Custom training services** can deliver a dedicated safety module for teams onboarding members without prior utility experience.

Scope Calibration

PAYOFF	SUGGESTED TIMING
IMMEDIATE	Week 1

WHAT IT IS

The discipline of collecting only the field data designers actually need, no more and no less. Teams struggling with throughput often discover they are collecting significantly more data per pole than their design stage requires, which drags on productivity without improving the output. Scope calibration is the conversation that reconciles field collection workflows with downstream design requirements, and then keeps them reconciled.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- One person owns the definition of what is in scope and what is not, for each project type. That ownership is named and known, not implied.
- The scope owner documents the definition somewhere both field and design can reach it, and communicates changes directly to both groups. Scope decisions that travel by word of mouth do not hold.
- Field collection workflows are mapped against the exact attributes designers use in engineering drawings.
- Attributes that are not used downstream are removed from workflows.
- Project managers understand the throughput consequence of a scope decision before kickoff, not after the first invoice.
- Scope is revisited when a new project type is introduced, or when pickup patterns suggest a workflow is mismatched to the work.

WHERE IT COMMONLY BREAKS DOWN

- Nobody can name who owns the in-scope definition, so field and design each carry a different version of it.
- Workflows include attributes nobody remembers adding, and nobody feels authorized to remove them.
- Scope never gets defined at kickoff, and the project launches before anyone fully understands the end and the deliverables.

WHY IT MATTERS

Right away: The fastest throughput win available. Removing unnecessary attributes from a workflow can lift poles per hour meaningfully with no training, hiring, or behavior change. **Over time:** A calibration habit prevents scope creep as new project types come in. Without one, workflows accumulate legacy attributes that nobody remembers adding and nobody feels authorized to remove.

WHAT IT TAKES TO ADOPT

A cross-functional conversation involving field leads, project managers, and designers, plus a decision about who owns the definition going forward. Usually achievable in a week or two for an existing project, longer when several project types need to be reconciled at once. No system changes are required beyond workflow updates in Katapult Pro.

How Katapult Engineering can help

- **Training services** cover scope decisions and their throughput implications as part of field workflow training in our Field Bootcamp.
- **Consulting services** can reconcile workflows against design needs on existing projects where scope has drifted.
- **Project Setup services** include a workflow consultation during new project setup, where scope calibration happens as a natural part of workflow configuration.

Role Rotation

PAYOFF IMMEDIATE	SUGGESTED TIMING Weeks 1-2
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WHAT IT IS

Field crews typically run two roles. The big-cam fielder captures the height shots and gathers contextual information along the route. The height stick fielder gathers data at the pole itself, such as pole tags and birthmarks, along with context that is not otherwise visible, and carries and holds the height stick for the main height photos. Role rotation is a scheduling practice where fielders alternate between these roles on a regular cadence. Because big-cam actions are trackable in the data and height stick actions are not, rotation ensures every fielder gets trackable production time, and that nobody gets siloed into a role that hides or understates their contribution.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- Rotation schedules are published weekly so everyone knows which role they are running.
- Every fielder runs big-cam often enough that throughput metrics mean the same thing across the team.
- Cross-training happens as a byproduct. Fielders develop competence across both roles instead of specializing into one.
- A fielder who has run both roles understands the full collection picture, which makes them far more adaptable to other workflows, such as single-person collection, short-notice pickups, and small or remote jobs where sending two people is not practical.
- Managers get observational data on every team member across a rotation cycle. Aim to observe each fielder at least once per quarter, or twice on smaller teams.

WHERE IT COMMONLY BREAKS DOWN

- One or two fielders have been on the stick for months, so their production numbers do not mean the same thing as everyone else's.
- Coverage becomes a problem when a specific person is out, because only that person runs a given role well.
- Work that calls for single-person collection gets delayed or declined, because few fielders can carry the full workflow alone.

WHY IT MATTERS

Right away: Performance metrics mean the same thing for every fielder, so nobody is invisible in the data. Backup coverage gets easier when anyone can step into either role. **Over time:** Rotation prevents single-person dependencies that become a liability when someone leaves or is out, and it keeps the team flexible enough to take on workflows that a specialized crew would have to decline.

WHAT IT TAKES TO ADOPT

A scheduling change with no system changes, no approvals, and no cost. It can begin immediately for teams already comfortable in both roles. Where some fielders need training on one of the roles first, expect a week or two before rotation is fully underway.

How Katapult Engineering can help

- **Field Bootcamp** models rotation between the big-cam and height stick roles during hands-on training, so new crews arrive comfortable in both.
- **Certification assessment** covers the full range of field collection skills rather than a single role, which gives you an objective read on whether a fielder is ready to run either seat.

Manager Presence: The Player-Coach Model

PAYOFF IMMEDIATE	SUGGESTED TIMING Weeks 2-4
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WHAT IT IS

A management model where the field manager does field work, not just field oversight. Our field manager schedules himself into the rotation as half of a two-person crew, which means the collection work gets done and the manager gets first-hand observation of every team member. Expectations get set by example rather than by memo, and credibility follows, because the team has watched the manager held to the same standard asked of everyone else.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- The field manager is scheduled into the crew as one half of a two-person team, cycling through every fielder on a predictable rotation so each person gets worked alongside directly.
- Pace, quality, and technique are observed directly rather than reconstructed from reports.
- The manager's own collection work is visible to the team and held to the same quality standards.
- Recognition happens in real time through direct acknowledgment rather than waiting for a formal praise mechanism.

WHERE IT COMMONLY BREAKS DOWN

- The field manager's calendar has filled with office obligations, and time fielding alongside the crew is the first thing to get cut.
- Coaching references what a report showed rather than something the manager watched happen.
- Recognition waits for a review cycle instead of landing in the moment.

WHY IT MATTERS

Right away: Trust builds faster because expectations are set by example instead of by memo, and coaching conversations are grounded in what the manager has actually seen. **Over time:** This is a cultural multiplier. Feedback, coaching, safety, and metrics all work better when the manager has direct field credibility. Field managers naturally drift toward the office as responsibilities grow, and teams whose managers resist that drift tend to outperform teams whose managers do not.

WHAT IT TAKES TO ADOPT

A behavior change rather than an infrastructure change. The manager commits to fielding alongside the team on a regular schedule. No approvals or systems are needed. Most managers need a few weeks before starting so they can rearrange existing commitments, delegate where appropriate, and protect calendar time against the obligations that will try to pull them back inside.

How Katapult Engineering can help

- Custom training services can deliver a session for field managers on what to watch for while fielding alongside the crew, and how to turn those observations into specific, useful coaching.
- Consulting conversation during a certification kickoff or similar discussion can frame the player-coach model and how other teams have structured it.

Performance Metrics and Dashboards

PAYOFF BUILDING	SUGGESTED TIMING Weeks 2-4
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WHAT IT IS

A balanced view of field team performance that combines throughput, quality, and pace instead of relying on any single number. No one metric tells the story. Teams optimizing for pole count alone sacrifice quality, and teams optimizing for pickup rate alone underproduce. The right dashboard combination lets a manager read the full picture at a glance.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- Automated pole count broken down by project type, with revenue and profitability views.
- A quality dashboard tracking pickups and QC flags per fielder.
- A working range of 20 to 30 poles per hour, used as a calibration point and an average rather than a formal target.

WHERE IT COMMONLY BREAKS DOWN

- Performance conversations rely on impression, because there is no specific number to point at.
- A single metric drives the team, and either quality or throughput quietly gives ground to protect it.
- Dashboards exist but nobody has built the habit of opening them, so problems surface late.

WHY IT MATTERS

Right away: Managers see underperformance earlier and coach more specifically. Strong performance becomes visible and gets recognized without anyone having to ask. **Over time:** Metrics are what make every other practice measurable. Without dashboards, coaching relies on impression. With them, conversations reference specific numbers against specific thresholds. The dashboard itself produces nothing, and that is the point. It is the enabling infrastructure for everything else.

WHAT IT TAKES TO ADOPT

The data already exists in Katapult Pro. The work is defining the right views, building them into dashboards, and establishing the habit of checking them regularly. Expect a few weeks for setup, followed by an ongoing refinement period as the team learns which metrics matter most for their work.

How Katapult Engineering can help

- **Training services** can help project managers and field managers read throughput, quality, and pace together rather than in isolation.
- **Configuration services** can build reference dashboards in Katapult Pro tailored to your workflow.
- **Continuous Improvement Package** is a monthly allotment of hours you can spend on training, consulting, or configuration and development work.

Real-Time Feedback Loops

PAYOFF BUILDING	SUGGESTED TIMING Weeks 4-8
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WHAT IT IS

A system where designers tag fielders directly when they catch a missed item, such as a missed anchor, a blurry height photo, or an incomplete photo set for a pole. The fielder is notified quickly, the pickup is tracked against their total poles, and the correction happens without waiting for a review meeting. Because the feedback is specific, timely, and tied to a visible metric, it functions as coaching rather than criticism.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- Designers tag the responsible fielder when posting pickups, so fielders see notifications immediately.
- A pickup rate under 2.5 percent is considered strong performance. Higher rates trigger a coaching conversation, not a reprimand.
- The photo processing team adds quality chips to blurry, poorly framed, or poorly lit height photos, generating a QC score per fielder.
- Pickup rate and QC score feed a weekly quality bonus, which reinforces the loop with a financial signal.

WHERE IT COMMONLY BREAKS DOWN

- Pickups get logged without tagging anyone, so no fielder sees their own trend.
- Tracking a pickup means checking several systems, and fielders never see the areas where they need to improve.
- Fielders read pickups as discipline rather than coaching, so designers start softening or skipping them.

WHY IT MATTERS

Right away: Mistakes get corrected while a job is still moving instead of surfacing much later in a review. Fielders watch their own quality trend and adjust on their own. **Over time:** This is the backbone of a durable quality system. A tight loop cuts the calendar days a pickup costs and helps fielders reduce and eventually eliminate that error going forward. Without one, the same mistakes keep coming back. The loop also scales, working the same way with three fielders or thirty.

WHAT IT TAKES TO ADOPT

A moderate lift. The feedback feature in Katapult Pro is what makes the tight loop possible, so the work is less about technology and more about process discipline. The real work is establishing the tagging protocol, training designers to use it consistently, and framing pickups as a development tool rather than a punishment. Expect several weeks to reach consistent adoption, with the culture setting being the longest lever.

How Katapult Engineering can help

- **Training services** can deliver sessions for designers on how to tag pickups effectively, and for fielders on how to interpret them.
- **Configuration services** can set up the pickup dashboard and notification workflow in Katapult Pro to match your team structure.
- **Continuous Improvement Package** is a monthly allotment of hours you can spend on training, consulting, or configuration and development work.

The Hybrid Role

PAYOFF COMPOUNDING	SUGGESTED TIMING Weeks 6-13
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WHAT IT IS

A model in which fielders do their own pre-design and as-built/PCI work, sitting in the same office as the OSP designers. When a question or a learning opportunity comes up, the fielder is close to an expert, and can watch the data they collected get used in a design. The result is a fielder who understands design needs instinctively. They know when an attachment is bolted versus hooked, they recognize which field details matter most downstream, and they catch issues in the field before those issues create rework in the back office.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- One workable structure is three days in the field and one day in the office on pre-design work.
- Fielders sit with designers and watch their own field data get used in engineering drawings.
- Field team members catch and question scope issues on their own, without prompting, because they understand what is needed downstream.
- Training and onboarding explicitly connect field practices to back office outcomes rather than teaching collection in isolation.

WHERE IT COMMONLY BREAKS DOWN

- Fielders cannot say what happens to their data after it leaves the field.
- The same scope questions come back from design job after job, because the field team has no view of what downstream work requires.
- Quality plateaus at a level that additional field training does not move.

WHY IT MATTERS

Right away: Fielders who understand the design workflow collect better data on the first pass, with fewer missed items, cleaner photos, and better-aimed stick measurements. Pickup rate drops. **Over time:** This is the practice most field teams never develop. Siloed fielders hit a quality ceiling that only cross-functional exposure can break. Teams that invest here build fielders who grow into senior coaches, leads, and eventually designers, which is a retention and succession advantage most competitors do not have.

WHAT IT TAKES TO ADOPT

The biggest curriculum lift of the ten. It requires new training content that bridges field and office work, cross-functional scheduling, and potentially some workflow restructuring for organizations that do not already run a hybrid model. Expect the curriculum to develop over several passes rather than land in one, with continued refinement as new hires come through. Organizations that cannot fully restructure still get real value from lighter-touch versions: monthly office days where fielders sit with designers during active design work, periodic walkthroughs of completed jobs together, or quarterly cross-team reviews where fielders see how their data was used. Another option we have seen work well is putting fielders on photo classification and calibration. It gives them a direct look at photo quality, confirms photos associate correctly on the map, and builds office exposure at the same time.

How Katapult Engineering can help

- **Field Bootcamp and Office Apprenticeship pairing** puts our two flagship training programs back to back, giving fielders direct exposure to both sides of the workflow.
- **Custom training services** can deliver standalone cross-functional workshops for existing teams that cannot attend full bootcamps.
- **Consulting services** can support workflow restructuring for a hybrid role.
- **Certification assessment** is available as an option when you want an objective checkpoint confirming a fielder has the software fluency the hybrid role depends on.

Coaching and Underperformance Management

PAYOFF COMPOUNDING	SUGGESTED TIMING Weeks 6-13
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WHAT IT IS

A structured approach to evaluating fielder performance that combines real-time indicators, regular one-on-one conversations, and clear thresholds for meeting the team baseline. The philosophy is that not everyone needs to be a top performer, but everyone must meet the bar. Coaching addresses production and quality together rather than reducing performance to a single headline number. Some metrics are read over short windows and others averaged across long ones, so a hard stretch and an easy one offset each other and show up as outliers rather than verdicts. Read that way, top performers appear consistently at the top, and the people who need coaching and mentoring do not get lost in the shuffle or discouraged by a single week.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- New fielders work through a defined trial period, meaning a set window at the start of employment during which throughput, quality, and fit are actively evaluated. Set the length according to your own HR practices.
- Quarterly one-on-one conversations cover production pace, pickup rate, and QC score together rather than in isolation.
- Safety issues are addressed immediately, the same day, and never batched into a scheduled review.
- The pickup dashboard serves as the primary early indicator of underperformance, surfacing problems before they compound.
- A formal escalation process exists for the rare cases of repeated quality or safety issues, structured around your organization's own HR and performance management policies.

WHERE IT COMMONLY BREAKS DOWN

- Underperformance surfaces months in, after output has already eroded.
- One-on-ones happen when there is a problem rather than on a cadence.
- The direct conversation gets avoided, and the team bar drifts down a little at a time.

WHY IT MATTERS

Right away: Underperformers are identified early rather than after months of eroded output, and strong performers feel their work is seen. Over time: This is the practice that sustains every other improvement. Without a structured coaching cadence, quality drift is inevitable. New habits slip, standards erode, and the team bar lowers a little at a time. Coaching and accountability are what keep the gains you spent the quarter earning.

WHAT IT TAKES TO ADOPT

Establishing the cadence is the easy part, since putting quarterly one-on-ones on calendars takes an afternoon. The harder work is building evaluation criteria specific enough to make those conversations concrete, and growing manager comfort with direct, honest feedback. Expect a couple of months before this operates smoothly, and longer before it feels natural to everyone involved.

How Katapult Engineering can help

- Custom training services can cover what meeting the bar looks like in Katapult Pro terms, including throughput, pickup rate, and QC score thresholds.
- Custom consulting services can work with your managers to translate assessment criteria into evaluation criteria specific to your team structure.
- Certification assessment is available as an option, and our rubric-based job review serves double duty as an evaluation framework managers can adapt for their internal performance process.

Hiring Profile

PAYOFF BUILDING	SUGGESTED TIMING Weeks 10-13
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WHAT IT IS

The strongest predictor of a fielder's success is not prior engineering experience. It is a background in physically demanding work. Landscaping and construction backgrounds consistently correlate with strong performance because those candidates arrive already comfortable with outdoor work, long days, and demanding conditions. Beyond that physical baseline, the best candidates show genuine curiosity about the work itself rather than fixation on the ancillary perks of the role, such as the company vehicle or meals provided.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- Resume screening prioritizes landscaping, construction, or other physically demanding backgrounds over office or design experience.
- Interviews assess genuine interest in being outside, comfort with daily driving, and physical capability. This is often visible within the first five minutes.
- Candidates are screened for whether they will be proponents of the team culture rather than beneficiaries of its perks.
- The field team manager is the hiring manager, or works directly with whoever owns recruiting to select field staff. They are the person who will work alongside the hire every day.

WHERE IT COMMONLY BREAKS DOWN

- Screening favors office or design experience over physically demanding backgrounds.
- Candidates ask more about the vehicle, the meals, and the schedule than about the work itself.
- Recruiting selects field staff without the field manager in the decision.

WHY IT MATTERS

Right away: The right hire lowers training burden because they arrive comfortable with the physical reality of the work. They reach production benchmarks faster and stay longer. **Over time:** Hiring sets the ceiling on every other practice in this guide. No amount of coaching, feedback, or incentive design compensates for a candidate who was mismatched from the start. Each strong hire raises the team standard, and each mismatch sets the team back.

WHAT IT TAKES TO ADOPT

Low operational lift with long feedback cycles. The screening framework can be drafted in a few working sessions, but adoption happens as positions open, which may span months or a full year. It requires buy-in from whoever owns recruiting, and the discipline to hold the line on culture fit even when the hiring pipeline is thin.

How Katapult Engineering can help

- Consulting conversation can cover what we have seen correlate with strong fielder performance, which you can fold into your own interview questions and resume screening.
- Custom consulting services are available for organizations that want to go deeper on hiring framework design.

Reward Structure

PAYOFF	SUGGESTED TIMING
COMPOUNDING	Weeks 10-13

WHAT IT IS

A layered system of rewards that ties compensation and recognition to measurable quality indicators rather than raw volume. Individual incentives reward quality and consistency, and team incentives reward collective achievement. The structure reinforces two things at once: throughput without quality is incomplete work, and a rising tide lifts the whole team.

WHAT IT LOOKS LIKE WHEN IT IS WORKING

- A recurring quality bonus tied to pickup rate and QC score thresholds, so the financial reward lands on the individual who earned it.
- A per-person allowance for field tools, which gives fielders ownership and a stake. They take care of equipment they picked out themselves, and leftover budget goes toward quality of life items like better boots or a more convenient water bottle.
- Team goals celebrated together and tiered so the crew can always see the next rung. Clearing a small goal or a minimum means good coffee next week, a moderate goal means doughnuts for the team, and a big goal or exceeding expectations means a steak dinner together. Food and comfort are strong incentives, cost little in the grand scheme, and build the team bond while they do it.
- Compensation structures that account for drive time.

For example, a weekly quality bonus near \$100, an annual per-person equipment budget near \$2,000, and shared team perks for collective goals is one working combination. Calibrate the values to your own context.

WHERE IT COMMONLY BREAKS DOWN

- Compensation rewards volume, so quality becomes the thing that gives when a deadline tightens.
- Recognition is discretionary, so it lands inconsistently and starts to read as favoritism.
- Incentives get proposed before there are clean metrics to tie them to.

WHY IT MATTERS

Right away: Incentives tied to pickup rate and QC score make quality a daily decision rather than an afterthought. Fielders who know the metrics move their behavior toward them. **Over time:** A well-structured reward system creates durable alignment between what the business needs and what fielders pursue. Teams relying only on base pay and discretionary recognition tend to drift toward volume at the expense of quality.

WHAT IT TAKES TO ADOPT

The longest runway of the ten. It requires finance and HR alignment, budget allocation, and often a compensation restructuring process that takes months. We strongly recommend taking this on after your metrics infrastructure (Practice 05) is operational, because rewards that cannot be measured cleanly create more problems than they solve.

How Katapult Engineering can help

- Consulting conversation can share a layered reward framework as a reference point during bootcamp or another discussion.

Katapult Engineering does not design compensation structures. Our role is to share what we have seen work and let each organization adapt it.

Contact Us

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