INFRASTRUCTURE-FIRST

Because solving complex problems needs more than technology

EVERETT HARPER
Truss CEO, Founder
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Innovation
Innovation + Infrastructure
Urban vs. Rural Population, 1950-2050

Source: United Nations Department of Economic and Social Affairs, World Urbanization Prospects: The 2018 Revision-Population
I feel small just before I say my big idea
One idea (bravery)
We went there
Salary Transparency
How we made salaries transparent

**BLIND SPOT**

Is this the right problem?

**INFRASTRUCTURE TOOL**

Inclusive research
How we made salaries transparent

BLIND SPOT

Is this the right problem?

Will people leave?

INFRASTRUCTURE TOOL

Inclusive research

Survey
How we made salaries transparent

**BLIND SPOT**

Is this the right problem?

Will people leave?

Will people trust us?

**INFRASTRUCTURE TOOL**

Inclusive research

Survey

Transparent process, timelines, comms
How we made salaries transparent

BLIND SPOT

Is this the right problem?
Will people leave?
Will people trust us?
Are our levels and bands right?

INFRASTRUCTURE TOOL

Inclusive research
Survey
Transparent process, timelines, comms
Inclusive research
How we made salaries transparent

**BLIND SPOT**

- Is this the right problem?
- Will people leave?
- Will people trust us?
- Are our levels and bands right?
- Are we over/under paying now?

**INFRASTRUCTURE TOOL**

- Inclusive research
- Survey
- Transparent process, timelines, comms
- Inclusive research
- Written, transparent policy
How we made salaries transparent

**BLIND SPOT**

Is this the right problem?

Will people leave?

Will people trust us?

Are our levels and bands right?

Are we over/under paying now?

What are the unknown unknowns?

**INFRASTRUCTURE TOOL**

Inclusive research

Survey

Transparent process, timelines, comms

Inclusive research

Written, transparent policy

Pre-Mortem, Post-Mortems
How we made salaries transparent

**BLIND SPOT**

Is this the right problem?

Will people leave?

Will people trust us?

Are our levels and bands right?

Are we over/under paying now?

What are the unknown unknowns?

Can this scale?

**INFRASTRUCTURE TOOL**

Inclusive research

Survey

Transparent process, timelines, comms

Inclusive research

Written, transparent policy

Pre-Mortem, Post-Mortems

Transparent Decision Records
How we made salaries transparent

**BLIND SPOT**

Is this the right problem?
Will people leave?
Will people trust us?
Are our levels and bands right?
Are we over/under paying now?
What are the unknown unknowns?
Can this scale?

**INFRASTRUCTURE TOOL**

Inclusive research
Survey
Transparent process, timelines, comms
Inclusive research
Written, transparent policy
Pre-Mortem, Post-Mortems
Transparent Decision Records
Ho hum
MEG MURRY
Director

meg@truss.works
@megmurry
Salary $200,000/year

$220,000

oakland.san francisco
I feel small just before I say my big idea
One idea (bravery)
Scale
I feel small just before I say my big idea.

One idea (bravery)

Scale
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Because solving complex problems needs requires more than technology

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