

GRV-M DIGITAL CONTROL WORKBOOK - DASHBOARD

Fixed print/share reference. The live XLSX remains the operating file.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1		THE GRAVITY MANAGER DEVELOPMENT DASHBOARD												
2														
3		Version 1.2 Role clarity, observed practice, supported correction, verified readiness, and bench strength												
4														
5														
6		CONTROLLED ROLE CHARTERS				READINESS ASSESSED				ACTIVE DEVELOPMENT GOALS				READY MANAGERS
7		0				0				0				0
8														
9														
10		OPEN COACHING CYCLES				AVERAGE CAPABILITY				BENCH COVERAGE				PRACTICE DECISION
11		0				0.0				0%				0
12														
13														
14		CLIMATE ACTIONS OPEN				OVERDUE ACTIONS				DELEGATION GAPS				FAILED CONTROL C
15		0				0				0				3
16														
17														
18														
19														
20														

GRV-M DIGITAL CONTROL WORKBOOK - START HERE

Use one real pressure point, one accountable owner, and only 3-5 tools at first.

THE SIX OPERATING RULES

1. Yellow cells are approved inputs. Blue-gray cells are formulas. Do not rename sheets or type over formulas.
2. Use controlled manager, development, observation, decision, action, and experiment IDs. Keep confidential employment records in authorized systems.
3. Use observable role-relevant evidence. Separate direct observation, reported information, interpretation, and assumption.
4. Protected concerns and sensitive employment matters require approved qualified-review routes.
5. Development requires real practice, support, a verifier, a checkpoint, and a decision. Attendance alone is not readiness.
6. Review weekly. Expand authority only when role, evidence, practice, protection, support, and verification controls work.

30-Day Accelerated

Start with one manager-development pressure, one accountable owner, and 3-5 tools. Establish role/decision rights, readiness evidence, one development goal, one observed practice, and weekly review.

60-Day Guided

Use the same core controls in a slower sequence with additional practice, observation, coaching, and support between checkpoints. It is differently sequenced, not a doubled 30-day plan.

Day-30 / Day-60 Gate

Review evidence, close material gaps, and decide the next authority, support, or development step. The calendar does not create readiness.

DAILY MANAGER LOG BOUNDARY

The Daily Manager Log is a continuity support tool. It does not replace GRV-M22 Pre-Shift Leadership Brief, GRV-M25 Cross-Functional Handoff & Alignment Plan, or the record that owns a detailed issue.

GRV-M03 - ROLE-BASED MANAGER LEARNING & RAMP PLAN

Shift Leader -> Manager on Duty -> Assistant GM -> General Manager. Advancement requires evidence and verified practice.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	ROLE-BASED MANAGER LEARNING & RAMP PLAN																
2																	
3	GRV-M03 Match learning, representative practice, independent verification, and authority to the responsibility the manager will actually carry																
4																	
5	Manager ID	Role Level	Start Date	Coach	Foundation & Standards	Shift Control & Handoff	People / Guest Leadership	Business / Systems Control	Representative Practice	Knowledge Check	Independent Verification	Required Certifications	Authority Decision	Evidence	Support Needed	Next Review	Ramp Status
6		▼								▼	▼						▼
7		▼					▼			▼	▼				▼		▼
8		▼					▼			▼	▼				▼		▼
9		▼					▼			▼	▼				▼		▼
10		▼					▼			▼	▼				▼		▼
11		▼					▼			▼	▼				▼		▼
12		▼					▼			▼	▼				▼		▼

GRAVITY DAILY MANAGER LOG - DIGITAL REGISTER

Read the prior shift entry when starting. Add a short useful entry before leaving.

	A	B	C	D	E	F	G	H	I	J	K
1	GRAVITY DAILY MANAGER LOG										
2	Read the previous entry when starting a shift. Add one short, useful entry before leaving. Use this for continuity - not as a substitute for the record that owns a detailed issue.										
3											
4	Date	Shift	Manager	What Happened This Shift?	What Does the Next Manager Need to Know?	Anything Still Needing Attention?	Who Is Handling It?	Anything Good Worth Mentioning?	Manager Initials	Next Manager Initials	Review Time
5		▼									
6		▼									
7		▼									
8		▼									
9		▼									
10		▼									
11		▼									
12		▼									

GRV-M26 / M30 - MANAGER DEVELOPMENT ACTION LOG

Open -> Assigned -> Correction in Progress -> Corrected -> Verified Closed.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	MANAGER DEVELOPMENT ACTION LOG															
2																
3																
4																
5																
6	Action ID	Opened	Source Tool	Related ID	Issue / Opportunity	Required Action	Support	Owner	Due Date	Priority	Status ▾	Verification Method	Alert	Verified By	Closed	Effectiveness Review
7										▾	▾					
8										▾	▾					
9										▾	▾					
10										▾	▾					
11										▾	▾					
12										▾	▾					

GRV-M DIGITAL CONTROL WORKBOOK - CONTROL CHECKS

Blank-state installation checks intentionally fail until initial role/readiness/development records exist.

	A	B	C	D
1				
2				
3				
4				
5				
6	Check	Exceptions	Status	Owner / Fix
7	No controlled role charters		1 FAIL	Owner / GM
8	No readiness assessments		1 FAIL	GM / People Owner
9	No active development goals		1 FAIL	GM / Manager Coach
10	Role charter control gaps		0 PASS	Owner / GM
11	Readiness assessments failing control		0 PASS	People Owner
12	Development goals with gaps or overdue		0 PASS	Manager Coach
13	Decisions missing control		0 PASS	GM / Manager
14	Difficult conversations not ready		0 PASS	People Owner
15	Conflict records not ready		0 PASS	GM / Qualified Reviewer
16	Observations with gaps or overdue		0 PASS	Manager
17	Coaching cycles not decision-ready		0 PASS	Manager Coach
18	Feedback records not ready		0 PASS	Manager Coach
19	Performance support gaps or overdue		0 PASS	People Owner
20	Delegation control gaps		0 PASS	Manager
21	Manager meeting actions overdue		0 PASS	GM / Chair
22	Retaliation concerns not complete		0 PASS	People Owner
23	Critical roles without interim coverage		0 PASS	Owner / GM
24	Capability or bench gaps		0 PASS	People Owner
25	Practice experiments not ready		0 PASS	Manager Coach
26	Overdue corrective actions		0 PASS	GM / Owners
27				
28				
29				
30				