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## Measures come from evidence

- Evidence you can **see**
- Evidence you can **touch**
- Evidence you can **hear**
- Evidence you can detect or **observe** in some way



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*How to Find Meaningful Measures For* **HARD TO MEASURE TEAMS**

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## Step 5.1: Design measures for each result

<i>begin with the end in mind</i>	Opportunities don't stall in the pipeline due to obstacles in the discovery process.
<i>be sensory specific</i>	<ul style="list-style-type: none"> <li>• Land access does not hold up the progress of an opportunity.</li> <li>• Equipment not being available does not hold up progress of opportunities.</li> <li>• Qualified engineering personnel not being available does not hold up progress of opportunities.</li> <li>• Opportunities are actively being researched or drilled or analysed or assessed – something active is always happening to move the opportunity forward in the pipeline</li> </ul>

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## Step 5.1: Design measures for each result

<i>be sensory specific</i>	<ul style="list-style-type: none"><li>Land access does not hold up the progress of an opportunity.</li><li>Equipment not being available does not hold up progress of opportunities.</li><li>Qualified engineering personnel not being available does not hold up progress of opportunities.</li><li>Opportunities are actively being researched or drilled or analysed or assessed – something active is always happening to move the opportunity forward in the pipeline</li></ul>																				
<i>find potential measures</i>	<table border="1"><thead><tr><th>potential measures</th><th>strength</th><th>feasibility</th><th>✓</th></tr></thead><tbody><tr><td>1. Percentage of opportunities held up by land access problems.</td><td>M</td><td>H</td><td></td></tr><tr><td>2. Percentage of opportunities held up by equipment problems.</td><td>M</td><td>H</td><td></td></tr><tr><td>3. Percentage of opportunities held up by personnel problems.</td><td>M</td><td>H</td><td></td></tr><tr><td>4. The average number of days that new opportunities are not actively worked on due to obstacles such as land access or equipment availability</td><td>H</td><td>M</td><td>✓</td></tr></tbody></table>	potential measures	strength	feasibility	✓	1. Percentage of opportunities held up by land access problems.	M	H		2. Percentage of opportunities held up by equipment problems.	M	H		3. Percentage of opportunities held up by personnel problems.	M	H		4. The average number of days that new opportunities are not actively worked on due to obstacles such as land access or equipment availability	H	M	✓
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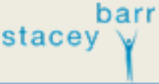
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### Step 5.1: Design measures for each result

<i>check the bigger picture</i>	<ul style="list-style-type: none"> <li>The number of days that an opportunity is not worked on might be in the hundreds.</li> </ul>
<i>name the measure(s)</i>	<p>Opportunity Stall Time = The average number of days that new opportunities are not actively worked on due to obstacles such as land access or equipment availability</p>

  
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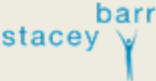
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## Step 5.2: Prepare measures for implementation

<p>Opportunities don't stall in the pipeline due to obstacles in the discovery process.</p>	<ul style="list-style-type: none"> <li>• Opportunity Stall Time = The average number of days that new opportunities are not actively worked on due to obstacles such as land access or equipment availability</li> </ul>
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## Step 5.2: Prepare measures for implementation

<i>Performance Results</i>	<i>Performance Measures</i>
New discoveries contribute disproportionately to global production of their target resource.	<ul style="list-style-type: none"> <li>New Discovery Contribution = The ratio of the percentage of deposits represented by new discoveries to the percentage of global production produced by new discoveries, by commodity</li> </ul>
Opportunities in the pipeline represent large deposits of targeted minerals.	<ul style="list-style-type: none"> <li>Opportunity Pipeline Deposit Size = The average estimated deposit size of all opportunities currently in the opportunity pipeline</li> </ul>
Opportunities in the pipeline represent high quality deposits of targeted minerals.	<ul style="list-style-type: none"> <li>Opportunity Pipeline Deposit Quality = The percentage of all opportunities currently in the opportunity pipeline that match all criteria for Tier 1 discovery</li> </ul>
Opportunities move quickly through the pipeline from initial testing to handover.	<ul style="list-style-type: none"> <li>Opportunity Pipeline Speed = The average number of months it takes for opportunities to move from initial testing (Stage 2 assessment) to handover to a product group</li> </ul>

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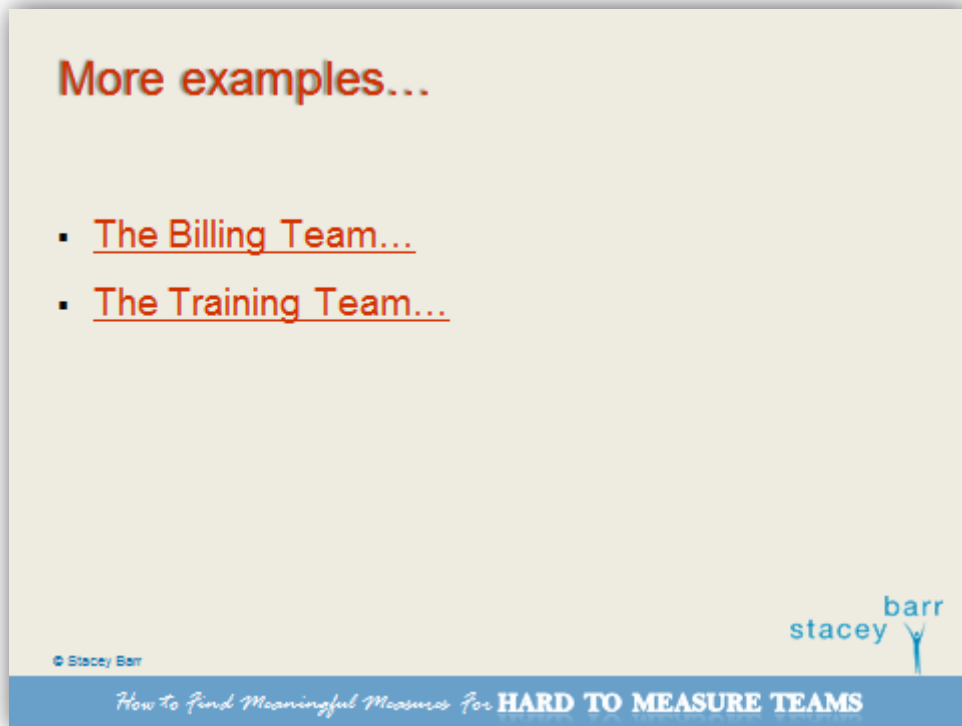
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