

## Going cow hunting - giving staff permission to complain

From: **Sacred Cows Make the Best Burgers:**  
**Developing Change-Ready People and Organizations**  
by Robert J. Kriegel and David Brandt

This job would be great if I didn't have to

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What a pain it is to

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No one takes note of this

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*(so why are we doing it?)*

It is a waste of time to

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I could be more productive if I didn't have to

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We could save a lot of money if we stopped

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*There may have been a time when some things were necessary. It made sense to do them then; but now? Nothing is sacred, question everything.*

*Is this the best use of our resources? Why are we doing this? Is there a better way?*