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people in a world
class environment,
they will give a world
class performance.
—Bill Strickland. B
uilding a corporate-
lattice organization
requires first and
foremost a new
mental model. As
noted in chapter 1,

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lattices are prized by mathematicians as uniquely elegant structures that can be repeated at any scale in the theoretical world.

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customization
produces business
benefits in three
areas: reduced costs,
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(through value pricing), and greater customer satisfaction and brand loyalty.

MCC can produce similar benefits: reduced acquisition and retention costs; increased productivity through greater employee retention and career-life fit, and increased loyalty from greater connection

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can also help
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Customization (MCC)

is a way to enable a corporate lattice organization that

allows employees to

both dial up and dial down. The MCC

framework articulates a definite, not infinite,

set of options along the four core

dimensions of a career – Pace,

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Customization
Workload,
Location/Schedule,
and Role – as well as
the trade-offs
associated with
choices across four,
highly inter-related
dimensions.

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draws on the

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effectiveness of mass product customization for inspiration. Mass product customization produces business benefits in three areas: reduced costs, increased profitability (through value pricing), and greater customer satisfaction and brand loyalty. MCC can produce similar benefits:

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reduced acquisition
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authors argue
convincingly to extend
this popular and
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book is centered on the powerful insight that career options in today's economy need to accommodate the rising and falling phases of employee engagement as it changes over time.

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