

THE VALUE ADJUSTMENT MECHANISM CANVAS

3EO TOOLKIT 1.0

me name

Vam timeframe

CAPITAL EXPENDITURES		CAPITAL EXPENDITURES			CASHFLOW ALLOWANCE
What is the upfront capital need?		What is the expected operational investment during the timeframe?			Does the ME need a pure cash advance that will return later during the timeframe?
DESCRIPTION		For owners	For team members	Related to other costs	
AMOUNT					

CAPITAL EXPENDITURES		CAPITAL EXPENDITURES	
What is the expected operational investment during the timeframe?		What is the expected operational investment during the timeframe?	

CAPITAL EXPENDITURES			INFLECTION POINTS' EFFECT		
What is the expected operational investment during the timeframe?			How is value going to be shared at each inflection point		
Inflection point date (normally 6/12/18 months)	Direct value for the ME in terms of revenues generated and other elements	Ecosystemic value (financial and non financial) eg.: number of users, partners, geographies...	Impacts on the variable pay for owners and team members	Percentage of profit sharing unlocked and details on the mechanisms	Percentage of equity unlocked and details on the mechanisms